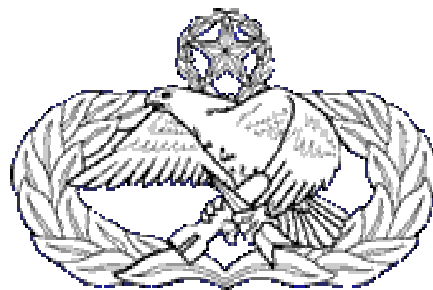# UNITED STATES
AIR FORCE

OCCUPATIONAL SURVEY REPORT

GROUND RADIO COMMUNICATIONS

AFSC 2E1X3

OSSN: 2518

OCTOBER 2003

OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
RANDOLPH AFB, TEXAS 78150-4449

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PREFACE

This report presents the results of an Air Force Occupational Survey of the Ground Radio Communications career ladder (AFSC 2E1X3). Authority for conducting an occupational survey is contained in AFI 36-2623. Copies of this report and pertinent computer printouts are distributed to the Air Force Career Field Manager, technical training school, all major using commands, and other interested operations and training officials.

Captain Steve Holland, Inventory Development Specialist, developed the survey instrument, analyzed the data, and wrote the final report. Mr. Tyrone Hill provided computer-programming support, and Ms. Dolores Navarro and Ms. Sherry Evans provided administrative support. Major Jose Caussade, Chief, Enlisted Analysis Section, reviewed and approved this report for release.

Additional copies of this report may be obtained by writing to AFOMS/OAOD, 1550 5th Street East, Randolph AFB TX 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our website at https://www-r.omsq.af.mil/. (Note: If you experience a Microsoft Word security problem after clicking on the above link, please copy the web address into the Address window in your web browser.)

JOHN W. GARDNER, Lt Col, USAF   JOHN L. KAMMRATH
Commander   Chief, Occupational Analysis
 Air Force Occupational Measurement Squadron   Air Force Occupational Measurement Squadron

OCCUPATIONAL SURVEY
GROUND RADIO COMMUNICATIONS
(AFSC 2E1X3)

EXECUTIVE SUMMARY

1. **Survey Coverage**: The Ground Radio Communications career ladder was surveyed to obtain current task and equipment data for use in evaluating current training programs. The data will also be used to support specialty knowledge test (SKT) development. Surveys were sent to 1,798 active duty (AD), 971 Air National Guard (ANG), and 158 Air Force Reserve Command (AFRC) personnel. Survey results were based on 1,493 members responding (978 AD, 436 ANG, and 79 AFRC).

2. **Specialty Jobs**: Job structure analysis identified 5 clusters and 11 independent jobs within the specialty. This career ladder contains a wide variety of jobs, but the vast majority of the members are performing similar tasks within the ground radio maintenance arena.

3. **Career Ladder Progression**: The Ground Radio Communications career ladder progression is typical of most career ladders. There was a distinction between 3- and 5-skill-level members, with the 5-skill-level members performing more supervisory work (11%). The distinction between 5- and 7-skill-level members was more obvious, with the 7-skill-level members spending 22% of their time performing supervisory and management activities.

4. **Training Analysis**: The course training standard (CTS) for the specialty, dated 1 November 2001, was reviewed against the survey data. The CTS is very well supported by the survey data with the exception of public address-related tasks. A complete review of the CTS has been provided to the technical school for evaluation.

5. **Job Satisfaction Analysis**: Overall, job satisfaction among most AFSC 2E1X3 personnel was very high. In fact, personnel in the Ground Radio Maintenance Cluster (which comprises 54% of the survey sample) expressed a 65% likelihood of reenlisting. Personnel employed in the Maintenance Support Supervision Independent Job, Missile Communications Maintenance Independent Job, and the Instruction Job expressed relatively high job interest and sense of accomplishment from their work. Conversely, one notable exception is that the 28 personnel employed in the Transmitters/Receivers Job expressed only a 50% likelihood of reenlisting with the remaining personnel intending to separate.

6. **Retention Dimensions**: Members in three TAFMS groups (1-48 months' TAFMS, 49-96 months' TAFMS, and 97+ months' TAFMS) agreed on several factors potentially influencing their decision to reenlist or separate. Top factors for reenlistment included job security, military lifestyle, and military-related training and education opportunities. The three TAFMS groups were in even more agreement concerning the top factors for separation, which included military lifestyle, pay and allowances, and civilian job opportunities.

INTRODUCTION

Air Force Occupational Measurement Squadron (AFOMS)

Occupational Analysis Program

The AFOMS mission is to provide occupational data for decisionmakers, allowing them to make informed personnel, training, and education decisions, based not on opinion and conjecture, but on empirical, quantitative data.

Survey Development Process

An occupational survey begins with a job inventory (JI) -- a list of all the tasks performed by members of a given Air Force Specialty Code (AFSC) as part of their actual career field work (that is, additional duties and the like are not included). We include every function that career field members perform by working with technical training personnel and operational subject-matter experts (SMEs) to produce a task list that is complete and understandable to the typical job incumbent. The SMEs write each task to the same level of specificity across duty areas, and no task is duplicated in the task list.

In addition to this comprehensive task list, job inventories include a number of background questions that deal with demographic information, job satisfaction, equipment usage, and any other area that our customers, such as career field managers (CFMs) and technical school personnel, may request.

Furthermore, the JI is only one of the survey instruments that AFOMS produces. The JI task list is used in creating several other surveys that are important for developing and refining career field training programs and for developing career field promotion tests; these surveys and how their results are used will be described later in this report.

Survey respondents are asked to examine all tasks in the JI and select each task that they perform in their present job. They are then asked to rate each task they chose on a scale of 1 to 9 according to how much relative time they spend performing that task in their present job, compared to all the other tasks in the inventory. These ratings are converted into estimates of actual relative job time spent performing each task.

Survey Analysis

Survey responses are processed using a set of computer programs called the Comprehensive Occupational Data Analysis Programs (CODAP). We are able to calculate some important basic information about each task from the information that respondents provide in the JI: the percent members performing (PMP) and the percent time spent (PTS). CODAP forms groups of survey respondents according to the similarity of their task performance, and our analysts study these groupings to identify distinct jobs. Further, we can provide PMP and PTS information for any subgroup. For example, we can easily determine the percent of E-5s or 3-skill-level or first-term

members who perform each task, and estimate the average amount of job time they spend performing it. This is important because many of the applications of our data target particular subgroups within the career ladder.

<u>Uses of Survey Data</u>

Survey results are formally reported in the **occupational survey report (OSR)**. The OSR is by no means the only product of an occupational survey study. The OSR provides a high-level "snapshot" of an entire AFSC in a compact package, but it is not intended to provide the comprehensive information needed to support important decisions about a career field. That is the purpose of "data extracts," which are comprehensive, detailed sets of CODAP-generated reports designed for particular applications.

<u>The Training Extract</u> -- AFOMS survey data are essential to technical training personnel. The training extract provides information about what career ladder incumbents are actually doing in their jobs at each stage of their career, along with supporting information regarding when and how members should be trained to perform their jobs. The data found in the training extract regarding first-term and 3-skill-level members are the *primary source of empirical information* available to support such decisions.

In addition to the JI, AFOMS produces two other surveys that directly support the training community. Depending on the size of the career ladder, a sample of at least 50 (and frequently 100 or more) 7-skill-level craftsmen is selected to complete a training emphasis (TE) survey. A similar-sized sample of other 7-skill-level craftsmen is selected to complete a task difficulty (TD) survey.

The TE survey, like the JI, contains the complete career ladder task list, and, like the JI, respondents are asked to rate tasks on a 1 to 9 scale (tasks not rated by the respondent are assigned a "0" rating). Unlike the JI, however, respondents are asked to rate tasks based on how much emphasis they believe should be placed on that task for entry-level structured training. A "1" rating indicates the respondent's belief that very little emphasis be placed on providing structured training on that task. A rating of "9" indicates that it is essential to provide structured training on the task. Structured training is defined as resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. The responses of the entire sample of raters are averaged for each task, and the result is a TE rating for each task.

The TD survey also contains the full task list and requests that respondents rate each task *with which they are familiar* on a scale of 1 to 9 ("1" is low, "9" is high), but this time respondents are asked to rate the amount of time needed to learn to perform that task satisfactorily. In other words, as the name implies, TD is an indicator of how difficult the task is to perform. The average TD rating for each task in the inventory is standardized with a mean rating of 5.0 and a standard deviation of 1.0.

When used in conjunction with the PMP and PTS for first-enlistment members, average TE and TD ratings provide insight into the appropriate training requirements for new personnel in

the career ladder. These four indices (PMP, PTS, TE, and TD) are used to compute a composite index, the automated training indicator (ATI), for each task. The ATI expresses, in a single number between 1 and 18, the most appropriate training setting and approach for providing training for that task. ATIs allow training developers to quickly focus attention on those tasks that are most likely to qualify for resident course consideration. Further information concerning TE and TD ratings and ATIs for the entire task list can be found in the training extract that accompanies this OSR.

The major users of training extract information are attendees at utilization and training workshops (U&TWs). The U&TW is a summit of representative career ladder, training, and classification leaders who evaluate current training efficiency and effectiveness in order to propose and approve changes to the specialty training standard (STS) or course training standard (CTS), particularly with regard to 3-skill-level training, and to address utilization issues. The AFSC's job description in Attachment 6 of AFMAN 36-2108, *Enlisted Classification*, is also reviewed and appropriately revised in light of the survey data to reflect the jobs being performed by the career ladder members.

Part of the process of compiling the training extract involves the *STS matching* process, during which technical school personnel match JI tasks to STS elements; that is, they tell us what particular task or tasks correspond to each STS element when it is covered in training. This is especially useful when STS performance codes are being reviewed for the 3-skill-level course. For example, the U&TW attendees might be asked to consider adding a task performance code to an STS element that previously has been trained only to a knowledge level. JI, TE, and TD data, combined in the form of the ATI, are important in determining the appropriate proficiency code. Separate training extracts are produced for active duty (AD), Air National Guard (ANG), and Air Force Reserve Component (AFRC) members.

The Specialty Knowledge Test (SKT) Extract -- AFOMS survey data are key to ensuring that SKTs are valid. SKTs are an important part of the Weighted Airman Promotion System (WAPS). Since an airman's test score is frequently the deciding factor in determining who is promoted, SKTs must be valid, fair, and credible.

In terms of SKTs, *valid* means that every question on the test is tied to a task which has been shown to be important to successful performance in the specialty. This tie is crucial to documenting the validity of SKT content.

AFOMS surveys provide test writers with information on the PMP, PTS, TD, and TE. This information is combined to produce a composite index called the predicted testing importance (PTI). Those tasks that are rated highest in PTI are ones that tend to be high in all four of our primary indices -- PMP, PTS, TD, and TE -- exactly the kinds of tasks that one would generally consider job-essential and that should form the basis for test questions. PTI information is used for minor test revisions; how it is used will be explained shortly.

Field-validated testing importance (FVTI) data are produced for major test revisions. Approximately 6 months before the start of test development, a sample of 100 senior career field NCOs is sent a survey containing a list of the 150-200 tasks rated highest in PTI. Respondents

are asked to provide a 1-7 rating ("1" is low, "7" is high) of how important they believe it is to include a question concerning that task on the SKT. The responses are averaged for each task, yielding the FVTI index -- a direct measure of the opinions of career field experts as to what constitutes "job-essential" knowledge.

PTI and FVTI information is included in the SKT extract, which is specifically tailored for use by the SKT teams who come to AFOMS to write the promotion examinations. Two sets of reports are prepared -- one set uses only data for E-5s and the other uses combined data for E-6s and E-7s. Each report gives the SKT team information on every task's PMP, PTS, and PTI, and, for major test revisions, FVTI data. Occupational survey data are thus the only objective source of information available to the team regarding how to make the test they write meet legal requirements for validity and fairness.

The Analysis Extract -- The analysis extract is an archive of all the data collected in the course of a study that are not incorporated into one of the other extracts. We typically produce separate analysis extracts for AD and ANG/AFRC members. The analysis extract is usually an enormous document, a compilation of the many reports that "slice and dice" the data in virtually every potentially useful way. Just about any question anyone has regarding career ladder work, personnel, or training and utilization issues can be answered by consulting one or another of the reports in the analysis extract.

The Occupational Survey Report -- The OSR captures survey data and analysis both in breadth and depth. For ease of reading, the first half of the OSR concentrates on breadth with compelling factors and implications across the specialty. Tables following the narrative show depth with regard to these factors and implications. Where appropriate, highlights of the tables are contained in the body of the OSR.

OCCUPATIONAL SURVEY REPORT (OSR)
GROUND RADIO COMMUNICATIONS
(AFSC 2E1X3)

This is a report of an occupational survey of the Ground Radio Communications career ladder, conducted by the Occupational Analysis Flight, AFOMS. The OSR reports the findings of current data that are available for use in guiding the development and evaluation of training and support planned changes within this career ladder. In addition, the data are used to support SKT development. The previous AFSC 2E1X3 OSR was completed in July 1999.

Career Ladder Background

According to the specialty description in AFMAN 36-2108, *Enlisted Classification*, dated 30 April 2002, personnel in this career ladder: install, maintain, overhaul, repair, and modify fixed, mobile, and transportable transmitters, receivers, transceivers, and related equipment. Equipment types include amplitude modulation (AM), frequency modulation (FM), and high/low frequency radio equipment for ground-to-air communications.

The initial technical training school for this AFSC is located at Keesler AFB MS. The E3ABR2E133 005, *Ground Radio Communications Apprentice*, course is 22 weeks' long and provides graduates with the knowledge and skills for the following principles and activities:

- Test equipment usage; recorder principles and maintenance; AM, FM, and high-frequency radio equipment operation and maintenance; air traffic console operation and maintenance; and anti-jam system operations and maintenance

- The course concludes with certification on preventative maintenance inspections, basic alignments, and generic troubleshooting skills

Entry into AFSC 2E1X3 requires an Armed Forces Vocational Aptitude Battery (ASVAB) "electronic" score of 67 and a strength requirement of "J" (weight lift of 60 lb). For entry into this AFSC, personnel must have normal color vision as defined in AFI 48-123, *Medical Examination and Standards*. For award and retention, members must be eligible for a Secret security clearance according to AFI 31-501, *Personnel Security Program Management*. In addition, AFSC J2E1X3 (Parachutist) is not authorized for award to enlisted women. Finally, this AFSC is not open to non-United States citizens but is open to United States nationals.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF job inventory (JI) occupational survey study number (OSSN) 2518, dated June 2002. During the development of the comprehensive task list, 43 subject-matter experts from 8 operational bases and 1 training unit were interviewed. The survey requested such standard background information as: base of assignment; command of assignment; total active federal military service (TAFMS), time in career field (TICF), and time in present job (TIPJ); job title; work or functional area; paygrade; job satisfaction and reenlistment intentions; and systems, tools, and equipment used or operated. Additional background items concerned: non-AFSC workloads, public address system involvement; test, radio, and auxiliary equipment operated or maintained; and vehicles operated. The inventory listed 421 tasks grouped under 12 duty headings and a background section. (The complete task list is available on the CD containing the products from this study.)

BASE	REASON FOR VISIT
Keesler AFB MS	Technical training school
Eglin AFB FL	Ground-to-ground, ground-to-air communications
Andrews AFB MD	Global high-frequency communications
Pope AFB NC	Air support operations
Shaw AFB SC	Ground-to-ground, ground-to-air communications
Lackland AFB TX	Air traffic and command and control radio equipment
FE Warren AFB WY	Hardened ultra-high-frequency ground radio equipment
Tinker AFB OK	Deployable communications
Travis AFB CA	Unique deployable communications

AFSC 2E1X3 Survey Administration

From June to October 2002, survey control monitors at the technical training school and operational bases administered the inventory to all eligible DAFSC 2E133, 2E153, and 2E173

AD, ANG, and AFRC personnel. Members ineligible to take the survey included the following: (1) hospitalized members; (2) members in transition for a permanent change of station; (3) members retiring within the time the inventories were administered to the field; and (4) members who had been in their present jobs for less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

<u>Survey Sample</u>

The data on survey returns were examined to ensure that the final sample reflected an accurate representation across major commands (MAJCOMs), paygrades, and skill levels. Table 1 displays the distribution of the survey sample by MAJCOM, while Table 2 displays the survey distribution by paygrade groups. Table 3 displays the final sample distribution by skill level. Table 4 displays the component characteristics for the AD, ANG, and AFRC members in the final sample.

TABLE 1

MAJCOM REPRESENTATION OF SAMPLE

COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
ANG	33	29
ACC	19	20
PACAF	8	9
AETC	7	9
USAFE	7	8
AMC	6	8
AIA	5	4
AFMC	3	2
OTHER**	7	6
AFRC	5	5

TOTAL ASSIGNED*	3,524
TOTAL ELIGIBLE***	3,028
TOTAL SURVEYS MAILED	2,927
TOTAL SAMPLE	1,493
PERCENT OF ASSIGNED IN SAMPLE	42%
PERCENT OF ELIGIBLE IN SAMPLE	49%
PERCENT OF MAILED IN SAMPLE	51%

   *   Assigned strength as of May 02
  **   Highest percentages in "Other" include Air Force Space Command and CMA
 ***   Ineligibility defined as: hospitalized members; members in transition for a
        permanent change of station; members retiring within the time the survey
        was administered; and members in their present jobs for less than 6 weeks.

TABLE 2

PAYGRADE DISTRIBUTION OF SAMPLE

PAYGRADE	PERCENT OF ASSIGNED**	PERCENT OF SAMPLE
E-1 – E-2	1	*
E-3	6	4
E-4	18	17
E-5	34	37
E-6	23	24
E-7	18	18
E-8	*	*

 * Indicates less than 1%
** Assigned strength as of May 02
Note: Columns may not add to 100% due to rounding.

TABLE 3

SKILL-LEVEL DISTRIBUTION OF SAMPLE

SKILL LEVEL	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
2E133	11	11
2E153	50	49
2E173	39	40

 * Assigned strength as of May 02

TABLE 4

COMPONENT CHARACTERISTICS

	AD	ANG	AFRC
ASSIGNED*	2,215	1,117	192
SURVEYED	1,798	971	158
SAMPLE	978	436	79
% OF SURVEYED	54%	45%	50%

 * Assigned strength as of May 02

The command, paygrade, and skill-level distributions of the survey sample are close to the percent assigned, indicating that the sample is a good representation of the career ladder population.

AFSC 2E1X3 SPECIALTY JOBS

The first step in the analysis process is to identify the career ladder structure in terms of the jobs performed by the respondents. CODAP creates an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group or forms new groups based on the similarity of tasks and time spent ratings. Human analysis of the final output, aided by additional measures of similarities and differences between groups, determines the final job structure of the career field as described below.

The basic group used in the hierarchical clustering process is the ***Job***. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a ***Cluster***. Jobs not falling within any cluster are identified as ***Independent Jobs (IJs)***. The structure of the career ladder is then defined in terms of clusters, jobs, and independent jobs. The job structure resulting from this grouping process (the various jobs within the AFSC) can be used to evaluate the changes that have occurred in the AFSC since the previous OSR. It can also be used to guide future changes in the AFSC. The above terminology will be used in the discussion of the AFSC 2E1X3 career ladder.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, 5 clusters and 11 independent jobs were identified in the Ground Radio Communications career ladder. Figure 1 displays this job structure. Figures 1A-1E display the jobs contained within the five clusters. Table 5 displays the relative percent time spent on duty areas by specialty clusters and jobs. A written outline of the job structure follows. The stage (STG) number shown beside each title refers to computer-generated tracking information of no importance to the reader. The letter "N" represents the number of members in each group. Tables A1 to A16 (in the Appendix) provide detailed descriptions of the clusters and independent jobs listed below. In addition, the tables display some distinguishing tasks performed by members of jobs identified within clusters. Demographic information and representative tasks that members perform are displayed in Table 6.

     I.   MAINTENANCE CONTROL IJ (STG 030, N=40)

    II.   TRAINING CLUSTER (STG 067, N=37)
        A. Training Management Job (STG 130)

Members performing these jobs and clusters accounted for 94% of the survey sample. The remaining 6% were performing tasks or series of tasks that did not group with any of the defined jobs.

AFSC 2E1X3 GROUND RADIO COMMUNICATIONS SPECIALTY JOBS
(N =1,493)

GROUND RADIO MAINTENANCE CLUSTER (54%)

INITIAL INSTALLATION IJ (2%)

PWCS/INSTALLATION SPECTRUM MANAGEMENT IJ (6%)

RADIO MAINTENANCE SPECIALIST CLUSTER (2%)

GLOBAL HF CLUSTER (3%)

*OTHER (5%)

NOT GROUPED (6%)

MAINTENANCE SUPPORT EVALUATION IJ (3%)

TRAINING CLUSTER (2%)

MAINTENANCE CONTROL IJ (3%)

MAINTENANCE SUPPORT SUPERVISION IJ (11%)

WORKCENTER SUPERVISION CLUSTER (2%)

*OTHER includes:
- **DEPLOYMENT PLANNING IJ (<1%)**
- **MISSILE COMMUNICATIONS MAINTENANCE IJ (<1%)**
- **MOBILITY IJ (<1%)**
- **PUBLIC ADDRESS SYSTEMS IJ (1%)**
- **QUALITY ASSURANCE EVALUATION IJ (1%)**
- **SUPERINTENDENT IJ (<1%)**

FIGURE 1

11

JOBS WITHIN THE TRAINING CLUSTER
(N=37)

Instruction Job
(65%)

Training
Management Job
(19%)

Not Grouped
(16%)
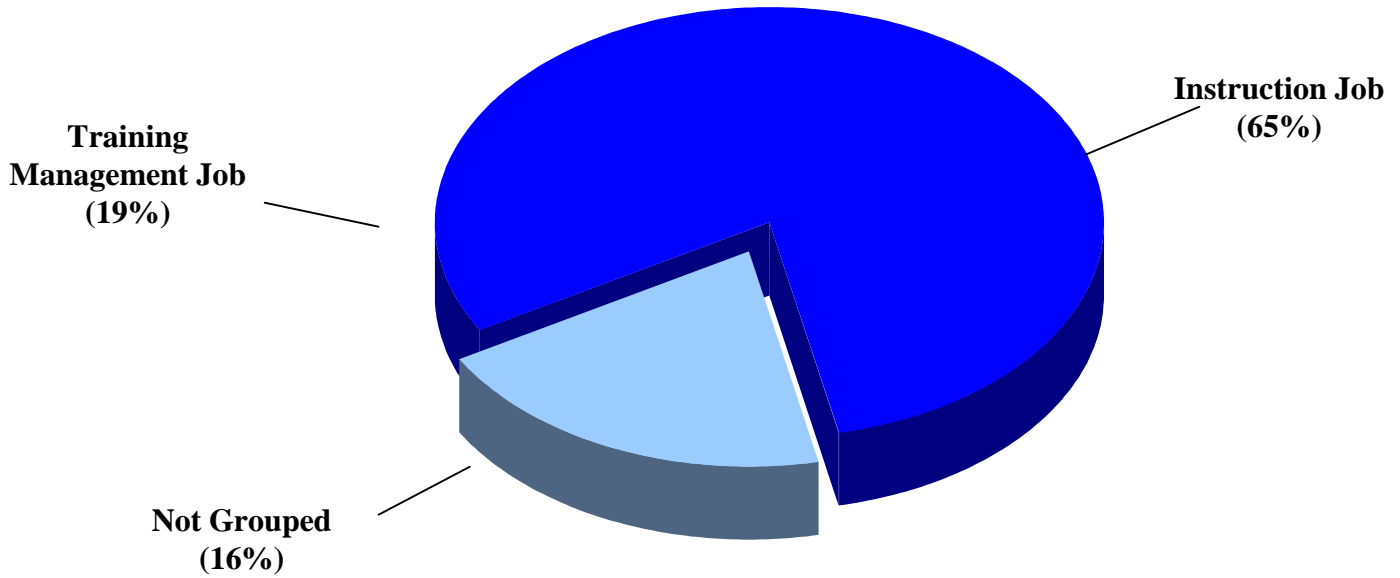
FIGURE 1A

JOBS WITHIN THE WORKCENTER SUPERVISION CLUSTER
(N=32)

Airfield
Support Job
(50%)

Missile
Communications Job
(50%)

FIGURE 1B

12

JOBS WITHIN THE GROUND RADIO MAINTENANCE CLUSTER
(N=810)

NCOIC Job
(34%)

Mobility Job
(20%)

Air Control &
Warning Job
(2%)

Fixed HF Job
(2%)

Intelligence
Intercept Job
(3%)

Installation Job
(1%)

Mobile
Communications Job
(13%)

Deployed Airfield
Support Job
(4%)

Crypto Equipment
Installation Job
(1%)

Airfield Base
Support Job
(18%)
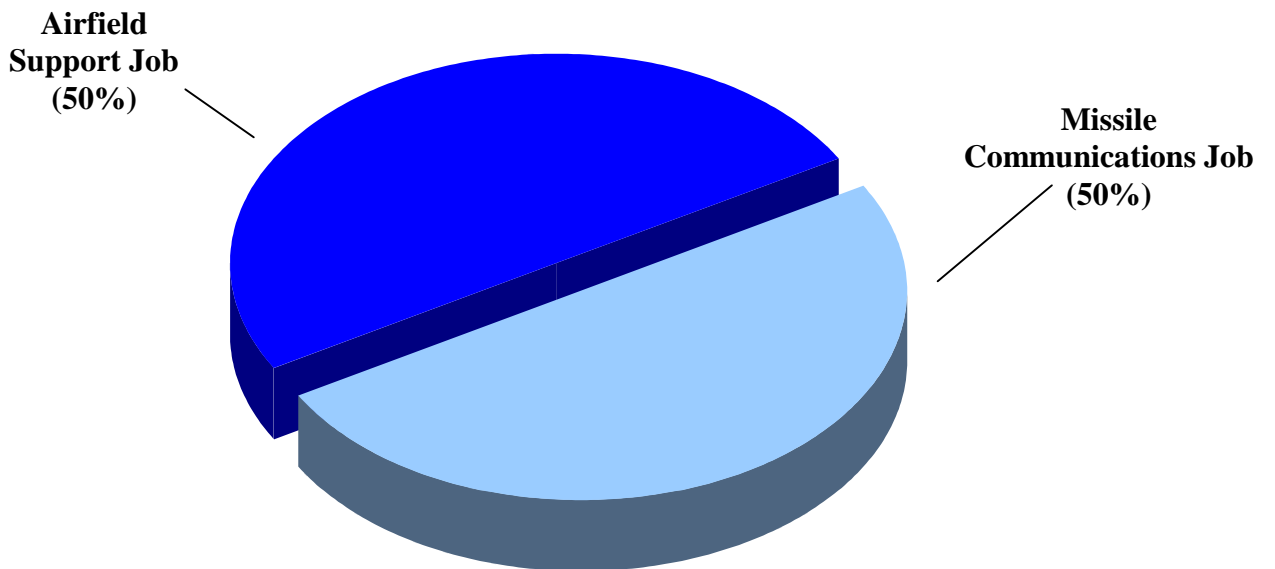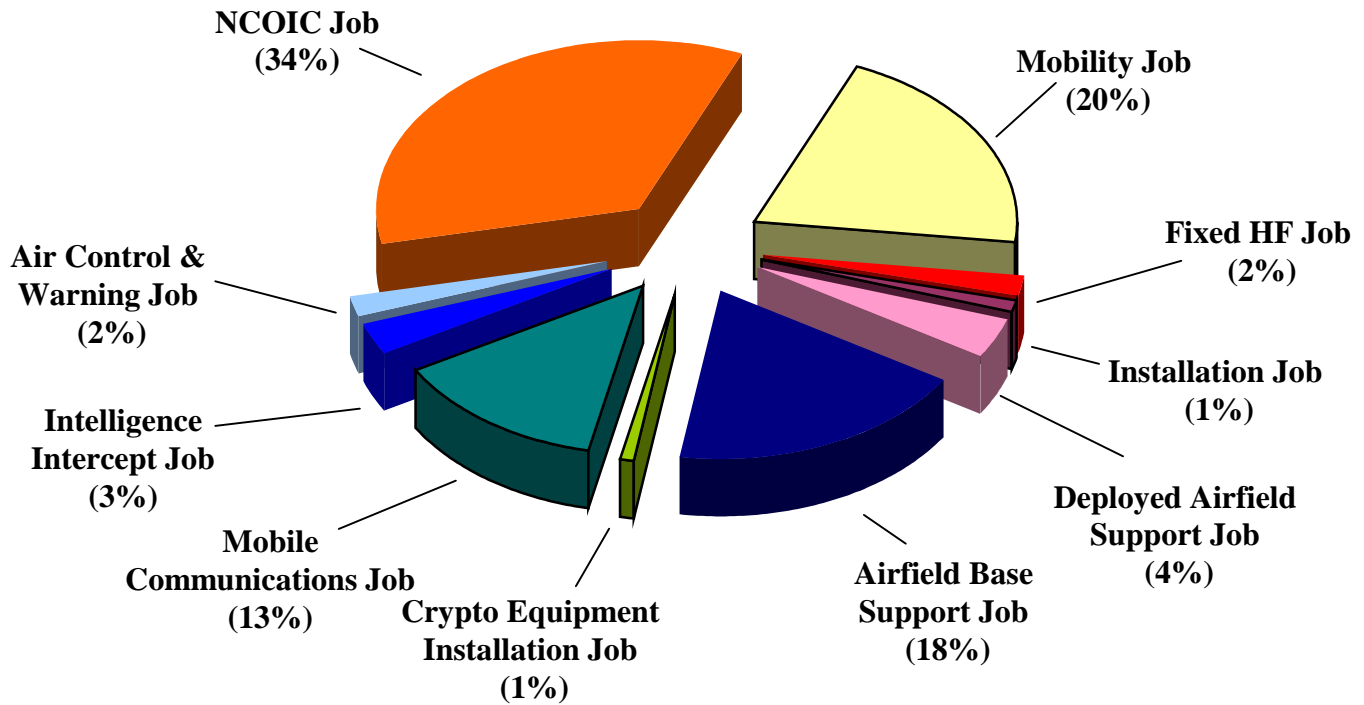
FIGURE 1C

JOBS WITHIN THE RADIO MAINTENANCE SPECIALIST CLUSTER
(N=36)

Air Traffic Control
Support Job
39%

Combat Control
Support Job
61%
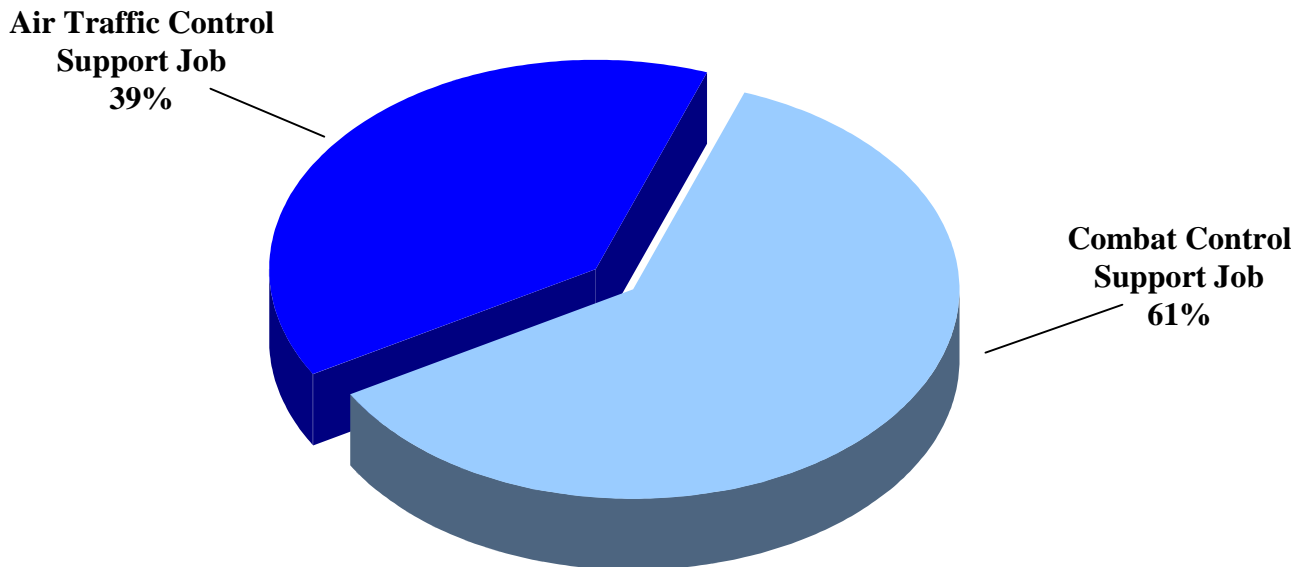
FIGURE 1D

JOBS WITHIN THE GLOBAL HIGH-FREQUENCY CLUSTER
(N=45)

Transmitters/
Receivers Job
(62%)

Not Grouped
(27%)

Transceivers Job
(11%)
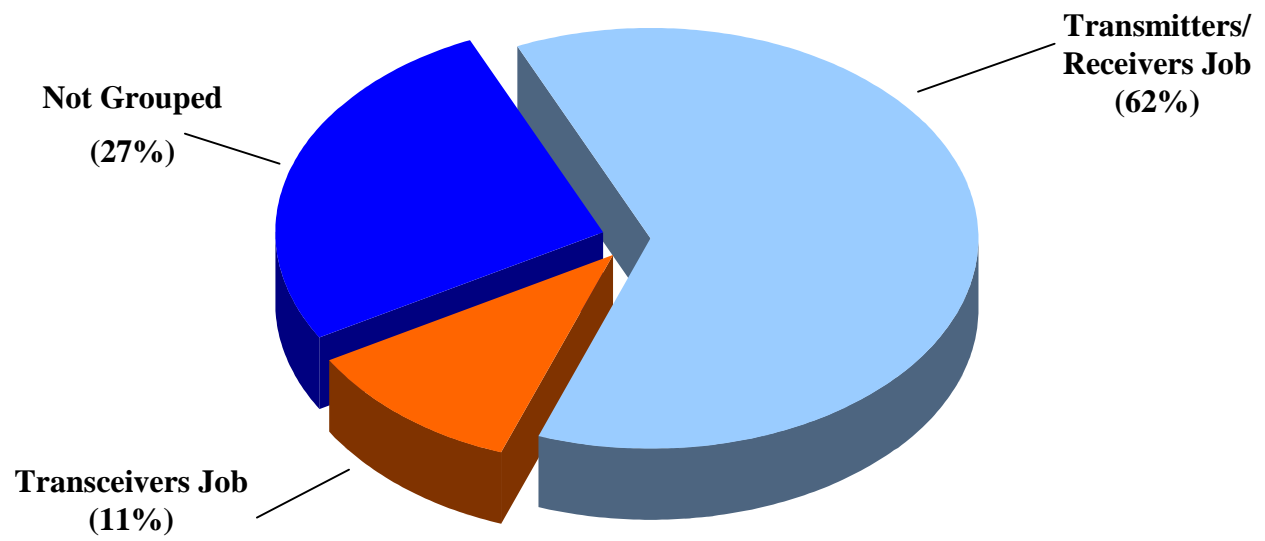
FIGURE 1E

TABLE 5

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTERS AND JOBS

DUTIES	MAINT CONTROL IJ (STG 30) (N=40)	TRAINING CLUSTER (STG 67) (N=37)	TRAINING CLUSTER Training Management Job (STG 130) (N=7)	Instruction Job (STG 97) (N=24)	MAINT SUPPORT EVAL IJ (STG 137) (N=42)	MAINT SUPPORT SUPERVISION IJ (STG 158) (N=161)
A PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE	7	21	15	25	*	3
B PERFORMING PWCS/INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES	*	*	1	*	*	*
C INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS	1	1	1	1	*	1
D MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT	*	*	1	*	0	*
E PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS	1	1	2	1	2	1
F PERFORMING CONTRACT ADMINISTRATION ACTIVITIES	2	*	1	*	1	2
G PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	45	6	11	3	14	9
H PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	12	2	4	1	18	7
I PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	5	7	1	7	4	5
J PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	6	6	1	4	6	6
K PERFORMING TRAINING ACTIVITIES	10	41	55	43	14	17
L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	10	13	8	15	41	49

* Indicates less than 1%
Note: Columns may not add up to 100% due to rounding

TABLE 5 (CONT.)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTERS AND JOBS

DUTIES	WORKCENTER SUPERVISION CLUSTER (STG 166) (N=32)	WORKCENTER SUPERVISION CLUSTER — Airfield Support Job (STG 226) (N=16)	WORKCENTER SUPERVISION CLUSTER — Missile Comm Job (STG 196) (N=16)	DEPLOYMENT PLANNING IJ (STG 132) (N= 7)	GROUND RADIO MAINT CLUSTER (STG 61) (N=810)
A PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE	21	22	19	1	45
B PERFORMING PWCS/INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES	1	*	1	1	1
C INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS	2	1	3	*	5
D MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT	8	*	15	0	1
E PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS	3	3	3	*	7
F PERFORMING CONTRACT ADMINISTRATION ACTIVITIES	*	*	1	5	1
G PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	17	20	13	3	6
H PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	6	3	8	18	4
I PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	5	4	5	1	5
J PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	5	8	2	17	11
K PERFORMING TRAINING ACTIVITIES	16	21	11	11	7
L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	18	18	19	44	9

* Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE 5 (CONT.)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTERS AND JOBS

DUTIES		**GROUND RADIO MAINTENANCE CLUSTER**					
		Intelligence Intercept Job (STG 186) (N=21)	Air Control & Warning Job (STG 171) (N=19)	NCOIC Job (STG 302) (N=273)	Mobility Job (STG 277) (N=160)	Fixed HF Job (STG 248) (N= 19)	Installation Job (STG 232) (N=8)
A	PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE	40	55	30	43	42	34
B	PERFORMING PWCS/INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES	1	2	2	1	3	*
C	INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS	2	1	4	3	2	4
D	MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT	*	1	1	1	3	*
E	PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS	5	11	6	7	8	24
F	PERFORMING CONTRACT ADMINISTRATION ACTIVITIES	*	1	1	*	1	1
G	PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	14	6	7	7	8	2
H	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	9	2	5	4	4	4
I	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	9	9	5	5	6	2
J	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	1	4	11	18	6	10
K	PERFORMING TRAINING ACTIVITIES	11	5	10	6	9	9
L	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	9	4	17	6	8	9

* Indicates less than 1%
Note: Columns may not add up to 100% due to rounding

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TABLE 5 (CONT.)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTERS AND JOBS

	DUTIES	GROUND RADIO MAINTENANCE CLUSTER				MOBILITY IJ (STG 55) (N=8)
		Deployed Airfield Spt Job (STG 175) (N=34)	Airfield/ Base Sp Job (STG 183) (N=148)	Crypto Eqp Installation Job (STG 116) (N= 8)	Mobile Comm Job (STG 66) (N=106)	
A	PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE	42	62	47	63	**19**
B	PERFORMING PWCS/INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES	2	1	2	*	*****
C	INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS	9	9	1	4	*****
D	MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT	*	1	1	*	*****
E	PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS	15	4	21	5	**3**
F	PERFORMING CONTRACT ADMINISTRATION ACTIVITIES	1	*	2	*	**1**
G	PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	3	7	3	3	**3**
H	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	3	3	2	2	**6**
I	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	4	3	3	**9**
J	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	12	2	7	16	**46**
K	PERFORMING TRAINING ACTIVITIES	4	4	4	2	**3**
L	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	6	4	8	1	**10**

* Indicates less than 1%
Note: Columns may not add up to 100% due to rounding

TABLE 5 (CONT.)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTERS AND JOBS

DUTIES	INITIAL INSTALL IJ (STG 38) N=34	PWCS/ INSTALLATION SPECTRUM MANAGEMENT IJ (STG 35) (N=95)	RADIO MAINT SPECIALIST CLUSTER (STG 57) (N=36)	RADIO MAINT SPECIALIST CLUSTER — Air Traffic Control Support Job (STG 110) (N=14)	RADIO MAINT SPECIALIST CLUSTER — Combat Control Support Job (STG 63) (N=22)	MISSILE COMM MAINT IJ (STG 251) (N=7)
A PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE	22	8	65	66	64	34
B PERFORMING PWCS/INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES	*	36	1	1	2	*
C INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS	1	3	6	9	4	0
D MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT	*	*	1	1	*	43
E PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS	39	3	7	4	9	2
F PERFORMING CONTRACT ADMINISTRATION ACTIVITIES	3	8	0	0	0	0
G PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	1	4	2	4	1	4
H PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	2	3	1	3	1	7
I PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	6	2	4	1	6
J PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	14	3	11	6	15	0
K PERFORMING TRAINING ACTIVITIES	9	15	2	0	2	*
L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	5	11	*	1	*	3

 * Indicates less than 1%

 Note: Columns may not add up to 100% due to rounding

TABLE 5 (CONT.)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY CLUSTERS AND JOBS

DUTIES		GLOBAL HIGH-FREQUENCY CLUSTER (STG 18) (N=45)	GLOBAL HIGH-FREQUENCY CLUSTER		PUBLIC ADDRESS SYSTEMS IJ (STG 53) (N= 21)	SUPER-INTENDENT IJ (STG 20) (N=11)	QUALITY ASSURANCE EVAL IJ (STG 33) (N=19)
			Transcvrs Job (STG 195) (N=5)	Transm/ Rcvrs Job (STG 100) (N=28)			
A	PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE	73	75	80	24	3	2
B	PERFORMING PWCS/INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES	*	0	*	4	1	5
C	INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS	2	0	1	63	0	2
D	MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT	1	0	1	1	0	0
E	PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS	6	0	5	2	0	5
F	PERFORMING CONTRACT ADMINISTRATION ACTIVITIES	*	0	*	*	1	42
G	PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	4	8	3	1	1	3
H	PERFORMING GENERAL ADMINISTRATIVEAND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	3	0	2	1	5	4
I	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	5	2	*	*	4
J	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	3	5	1	2	7	4
K	PERFORMING TRAINING ACTIVITIES	3	8	3	2	2	1
L	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2	0	2	*	80	27

* Indicates less than 1%
Note: Columns may not add up to 100% due to rounding

TABLE 6

SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTERS AND JOBS

	MAINT CONTROL IJ (STG 30) (N=40)	TRAINING CLUSTER (STG 67) (N=37)	TRAINING CLUSTER Training Management Job (STG 130) (N=7)	Instruction Job (STG 97) (N=24)	MAINT SUPPORT EVAL IJ (STG 137) (N=42)	MAINT SUPPORT SUPERVISION IJ (STG 158) (N=161)
NUMBER IN CLUSTERS AND JOBS	40	37			42	161
PERCENT OF SAMPLE	3%	2%			3%	11%
PERCENT ASSIGNED OVERSEAS	35%	22%			24%	35%
DAFSC DISTRIBUTION:						
2E133	13%	0%	0%	0%	5%	0%
2E153	63%	62%	71%	67%	48%	22%
2E173	25%	38%	29%	33%	48%	78%
COMPONENT STATUS:						
PERCENT IN AD	80%	89%	86%	66%	88%	95%
PERCENT IN ANG	20%	11%	0%	17%	12%	5%
PERCENT IN AFRC	0%	0%	14%	17%	0%	0%
GRADE						
E-2 to E-3	0%	0%	0%	0%	0%	0%
E-4	15%	0%	0%	0%	0%	0%
E-5	53%	46%	71%	42%	48%	14%
E-6	15%	43%	29%	46%	24%	32%
E-7	18%	11%	0%	13%	29%	54%
AVG MONTHS TAFMS (AD)	103 months	146 months	140 months	150 months	162 months	209 months
PERCENT IN FIRST ENLISTMENT (AD)	15%	0%	0%	0%	4%	3%
PERCENT SUPERVISING	40%	49%	43%	37%	19%	89%
AVERAGE NUMBER OF TASKS PERFORMED	27	35	27	37	35	74
PREDOMINANT AD MAJCOM	ACC	AETC	AETC	AETC	ACC	ACC

TABLE 6 (CONT.)

SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTERS AND JOBS

	WORKCENTER SUPERVISION CLUSTER (STG 166) (N=32)	WORKCENTER SUPERVISION CLUSTER		DEPLOYMENT PLANNING IJ (STG 132) (N=7)	GROUND RADIO MAINT CLUSTER (STG 61) (N=810)
		Airfield Support Job (STG 226) (N=16)	Missile Comm Job (STG 196) (N=16)		
NUMBER IN CLUSTERS AND JOBS	32			7	810
PERCENT OF SAMPLE	2%			*	54%
PERCENT ASSIGNED OVERSEAS	28%			29%	25%
DAFSC DISTRIBUTION:					
2E133	0%	0%	0%	0%	14%
2E153	72%	75%	69%	29%	51%
2E173	28%	25%	31%	71%	36%
COMPONENT STATUS:					
PERCENT IN AD	88%	74%	100%	100%	63%
PERCENT IN ANG	6%	13%	0%	0%	37%
PERCENT IN AFRC	6%	13%	0%	0%	0%
GRADE					
E-2 to E-3	0%	0%	0%	0%	5%
E-4	6%	6%	6%	0%	21%
E-5	53%	38%	69%	0%	38%
E-6	31%	44%	19%	43%	23%
E-7	9%	13%	6%	57%	13%
AVG MONTHS TAFMS (AD)	136 months	137 months	135 months	228 months	100 months
PERCENT IN FIRST ENLISTMENT (AD)	12%	6%	0%	0%	15%
PERCENT SUPERVISING	72%	81%	62%	71%	53%
AVERAGE NUMBER OF TASKS PERFORMED	80	63	97	42	116
PREDOMINANT AD MAJCOM	ACC	AIA	AFSPC	ACC	ACC

TABLE 6 (CONT.)

SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTERS AND JOBS

GROUND RADIO MAINTENANCE CLUSTER

	Intelligence Intercept Job (STG 186) (N=21)	Air Control & Warning Job (STG 171) (N=19)	NCOIC Job (STG 302) (N=273)	Mobility Job (STG 277) (N=160)	Fixed HF Job (STG 248) (N= 19)	Installation Job (STG 232) (N=8)
NUMBER IN CLUSTERS AND JOBS						
PERCENT OF SAMPLE						
PERCENT ASSIGNED OVERSEAS						
DAFSC DISTRIBUTION:						
2E133	19%	16%	3%	9%	11%	0%
2E153	71%	68%	42%	61%	37%	50%
2E173	10%	16%	55%	29%	53%	50%
COMPONENT STATUS:						
PERCENT IN AD	100%	68%	59%	49%	48%	0%
PERCENT IN ANG	0%	32%	36%	47%	47%	88%
PERCENT IN AFRC	0%	0%	5%	4%	5%	13%
GRADE						
E-2 to E-3	0%	21%	0%	4%	0%	0%
E-4	24%	21%	5%	23%	5%	0%
E-5	67%	47%	35%	46%	37%	50%
E-6	10%	11%	36%	19%	26%	25%
E-7	0%	0%	24%	8%	32%	25%
AVG MONTHS TAFMS (AD)	81 months	68 months	151 months	78 months	114 months	NA
PERCENT IN FIRST ENLISTMENT (AD)	29%	33%	2%	13%	5%	0%
PERCENT SUPERVISING	33%	21%	81%	35%	68%	37%
AVERAGE NUMBER OF TASKS PERFORMED	78	66	172	110	98	113
PREDOMINANT AD MAJCOM	AIA	AIA	ACC	ACC	PACAF	ANG

TABLE 6 (CONT.)

SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTERS AND JOBS

	GROUND RADIO MAINTENANCE CLUSTER				
	Deployed Airfield Support Job (STG 175) (N=34)	Airfield Base Support Job (STG 183) (N=148)	Crypto Equipment Installation Job (STG 116) (N=8)	Mobile Comm Job (STG 66) (N=106)	**MOBILITY IJ (STG 55) (N=8)**
NUMBER IN CLUSTERS AND JOBS					**8**
PERCENT OF SAMPLE					*****
PERCENT ASSIGNED OVERSEAS					**63%**
DAFSC DISTRIBUTION:					
2E133	9%	42%	0%	14%	**13%**
2E153	26%	53%	50%	57%	**75%**
2E173	65%	6%	50%	29%	**13%**
COMPONENT STATUS:					
PERCENT IN AD	9%	94	62	33	**74%**
PERCENT IN ANG	91%	4	25	58	**13%**
PERCENT IN AFRC	0%	2	13	9	**13%**
GRADE					
E-2 to E-3	0%	19%	0%	6%	**0%**
E-4	29%	39%	0%	34%	**25%**
E-5	21%	36%	13%	39%	**75%**
E-6	21%	5%	75%	19%	**0%**
E-7	29%	1%	13%	3%	**0%**
AVG MONTHS TAFMS (AD)	48 months	66 months	192 months	48 months	**86 months**
PERCENT IN FIRST ENLISTMENT (AD)	6%	44%	0%	17%	**26%**
PERCENT SUPERVISING	32%	26%	37%	18%	**25%**
AVERAGE NUMBER OF TASKS PERFORMED	90	96	107	40	**67**
PREDOMINANT AD MAJCOM	ACC	AETC	AFC4A	ACC	**USAFE**

TABLE 6 (CONT.)

SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTERS AND JOBS

	INITIAL INSTALL IJ (STG 38) N=34	**PWCS/ INSTALLATION SPECTRUM MANAGEMENT IJ (STG 35) (N=95)**	**RADIO MAINT SPECIALIST CLUSTER (STG 57) (N=36)**	**RADIO MAINT SPECIALIST CLUSTER** Air Traffic Control Support Job (STG 110) (N=14)	Combat Control Support Job (STG 63) (N=22)	**MISSILE COMM MAINT IJ (STG 251) (N=7)**
NUMBER IN CLUSTERS AND JOBS	34	95	36			7
PERCENT OF SAMPLE	2%	6%	2%			*
PERCENT ASSIGNED OVERSEAS	12%	32%	28%			0%
DAFSC DISTRIBUTION:						
2E133	3%	7%	17%	14%	18%	43%
2E153	32%	66%	56%	57%	55%	57%
2E173	65%	26%	28%	29%	27%	0%
COMPONENT STATUS:						
PERCENT IN AD	6%	92%	41%	57%	31%	100%
PERCENT IN ANG	94%	4%	53%	36%	64%	0%
PERCENT IN AFRC	0%	4%	6%	7%	5%	0%
GRADE						
E-2 to E-3	0%	2%	17%	14%	18%	57%
E-4	15%	18%	28%	36%	23%	14%
E-5	18%	48%	33%	21%	41%	29%
E-6	41%	21%	16%	21%	14%	0%
E-7	26%	11%	6%	7%	5%	0%
AVG MONTHS TAFMS (AD)	127 months	130 months	86 months	86 months	86 months	42 months
PERCENT IN FIRST ENLISTMENT (AD)	3%	8%	16%	21%	14%	57%
PERCENT SUPERVISING	50%	41%	28%	29%	27%	0%
AVERAGE NUMBER OF TASKS PERFORMED	50	63	27	34	22	36
PREDOMINANT AD MAJCOM	AIA	ACC	AMC	AMC	AFSOC	AFSPC

TABLE 6 (CONT.)

SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTERS AND JOBS

| | GLOBAL HIGH-FREQUENCY CLUSTER (STG 18) (N=45) | GLOBAL HIGH-FREQUENCY CLUSTER | | PUBLIC ADDRESS SYSTEMS IJ (STG 53) (N= 21) | SUPER-INTENDENT IJ (STG 20) (N=11) | QUALITY ASSURANCE EVAL IJ (STG 33) (N=19) |
		Transcvrs Job (STG 195) (N=5)	Transm/ Rcvrs Job (STG 100) (N=28)			
NUMBER IN CLUSTERS AND JOBS	45			21	11	19
PERCENT OF SAMPLE	3%			1%	1%	1%
PERCENT ASSIGNED OVERSEAS	44%			19%	18%	21%
DAFSC DISTRIBUTION:						
2E133	20%	0%	21%	29%	0%	0%
2E153	62%	80%	68%	57%	27%	21%
2E173	18%	20%	11%	14%	73%	79%
COMPONENT STATUS:						
PERCENT IN AD	62%	60%	64%	72%	91%	74%
PERCENT IN ANG	27%	40%	25%	14%	0%	26%
PERCENT IN AFRC	11%	0%	11%	14%	9%	0%
GRADE						
E-2 to E-3	11%	0%	11%	14%	0%	0%
E-4	38%	40%	39%	33%	0%	0%
E-5	42%	60%	43%	33%	18%	16%
E-6	7%	0%	7%	14%	18%	26%
E-7	2%	0%	0%	5%	64%	58%
AVG MONTHS TAFMS (AD)	65 months	90 months	61 months	86 months	216 months	211 months
PERCENT IN FIRST ENLISTMENT (AD)	27%	20%	25%	24%	0%	0%
PERCENT SUPERVISING	16%	20%	11%	24%	73%	37%
AVERAGE NUMBER OF TASKS PERFORMED	20	7	23	26	14	35
PREDOMINANT AD MAJCOM	PACAF	AETC	PACAF	AETC	AMC	ACC

<u>Comparison of Current Specialty Jobs to Previous Survey</u>

<u>Table A17</u> – Specialty job comparisons between current and 1999 surveys:

- The most notable trend is the increase in personnel assigned to Personal Wireless Communications Systems (PWCS)/Installation Spectrum Management IJ and its responsibilities. The percentage has increased 5% (from 1% to 6%)

- There is a downward trend with personnel in the current study who are responsible for public address (PA) systems which is consistent with outsourcing initiatives

- There is an upward trend with personnel in the current study being assigned to deployment/contingency responsibilities

- On the surface, there appears to be a decrease in management responsibilities, but this is somewhat masked by the large contingent classified as NCOIC in the Ground Radio Maintenance Cluster

- The phasing out of component-level repair is evidenced by the absence of any ground radio in-shop cluster in this study

SKILL AND EXPERIENCE ANALYSIS

An analysis of DAFSC groups in conjunction with the analysis of the career ladder structure is an important part of each OSR. This information may be used to evaluate how well career ladder documents, such as AFMAN 36-2108, *Enlisted Classification*, reflect what career ladder personnel are actually doing in the field.

<u>Total Sample</u>

<u>Jobs</u>

<u>Table A18</u> – Distribution of skill-level members across career ladder clusters and jobs:

- Largest concentrations of AFSC 2E133 members employed in Airfield/Base Support Job, Missile Communications Maintenance IJ, and PA Systems IJ

- Workcenter Supervision Cluster has a large percentage (72%) of AFSC 2E153 members

- AFSC 2E173 members employed largely in supervisory roles such as Maintenance Support Supervision IJ and Superintendent IJ

- Specialized jobs, such as Quality Assurance Evaluation IJ and Deployment Planning IJ, employ 7-skill-level members almost exclusively

Duties

Table A19 – Time spent on duties by members of skill-level groups:

- DAFSC 2E133 members spend more than half (52%) of their time in Duty A (Performing Communications-Electronics Equipment Maintenance) and a relatively high percentage of their time (9%) in Duty C (Installing and Maintaining Public Address Systems)

- DAFSC 2E153 members spend 35% of their time in Duty A with increases in training (9%) and supervisory (11%) responsibilities distinguishing their time spent relative to DAFSC 2E133 members

- DAFSC 2E173 members spend only 24% of their time in Duty A with an almost equal amount of time (22%) in Duty L (Performing Management and Supervisory Activities)

Active Duty

Duties

Table A20 – Time spent on duties by AD members of skill-level groups:

- AD AFSC 2E133 members spend more than half (52%) of their time in Duty A (Performing Communications-Electronics Equipment Maintenance) and a relatively high percentage of their time (9%) in Duty C (Installing and Maintaining Public Address Systems)

- AD AFSC 2E133 members spend similar amounts of time on maintenance management, TO system activities, general supply, and mobility activities as 5- and 7-skill-level members

- AD AFSC 2E153 members spend 32% of their time in Duty A with increases in training (11%) and supervisory (14%) responsibilities distinguishing their time spent relative to their AD 3-skill-level counterparts

- AD 2E173 members spend notably less time (12%) in Duty A which is offset by a relatively high percentage job time (37%) spent in management and supervisory activities (Duty L)

- AD AFSC 2E173 members spend relatively more time in management and supervisory activities (37%) than DAFSC 2E173 members (22%) in the total sample

Tasks

Table A21 – Tasks performed by AD AFSC 2E133 members:

- AD AFSC 2E133 members are heavily involved with AM equipment and airfield support-related tasks which is consistent with employment trends

- Roughly half of the AD AFSC 2E133 members are engaged in some aspect of PA systems support

Table A22 – Tasks performed by AD AFSC 2E153 members:

- AD AFSC 2E153 members are also heavily involved with AM equipment-related taskings

- AD AFSC 2E153 members are distinguished by 64% of the members conducting OJT and related personnel support tasks

- AD AFSC 2E153 members are more involved with updating CAMS, whereas the 3-skill-level members tend to simply retrieve CAMS listings along with limited updating

Table A23 – Tasks performed by AD AFSC 2E173 members:

- Heavy emphasis on supervisory and managerial activities distinguishes this skill level

Air National Guard

Duties

Table A24 – Time spent on duties by ANG members of skill-level groups:

- ANG members at the 5- and 7-skill levels spend most of their time performing tasks in Duty A (Performing Communications-Electronics Equipment Maintenance)

- As a whole, the ANG members have little to no PWCS-related responsibilities

- ANG members spend the highest relative amount of their job time in mobility and initial installation-related responsibilities compared with their AD counterparts

- ANG members spend the least relative amount of their job time on PA systems-related responsibilities

Tasks

Table A25 – Tasks performed by ANG AFSC 2E153 members:

- ANG AFSC 2E153 members are heavily involved with HF transceiver-related taskings and associated cabling work

- More than half of all ANG AFSC 2E153 members are employed in some form of mobile environment (e.g. set up or tear down mobile antenna systems)

Table A26 – Tasks performed by ANG AFSC 2E173 members:

- A higher percentage of ANG AFSC 2E173 members are spending their job time in mobility-related responsibilities than ANG AFSC 2E153 members

- A notable increase in average number of tasks performed exists between ANG AFSC 2E173 members (106 tasks) and ANG AFSC 2E153 members (72 tasks)

- The percentage of ANG AFSC 2E173 members performing supervisory tasks is notably less than their AD and AFRC counterparts

Air Force Reserve Command

Duties

Table A27 – Time spent on duties by AFRC members of skill-level groups:

- AFRC members at the 5- and 7-skill levels spend most of their time performing tasks in Duty A (Performing Communications-Electronics Equipment Maintenance)

- AFRC members at both skill levels share, almost equally, in the PA systems-related responsibilities

- Similar to the ANG, AFRC members spend little time in the specialized duty areas, such as missile communications systems maintenance and contract administration

Tasks

Table A28 – Tasks performed by AFRC AFSC 2E153 members:

- AFRC AFSC 2E153 members perform a similar combination of tasks as their ANG counterparts

- AFRC AFSC 2E153 members place more emphasis on maintenance at the line replaceable unit (LRU) level

Table A29 – Tasks performed by AFRC AFSC 2E173 members:

- AFRC AFSC 2E173 members perform more training and supervisory tasks than their ANG counterparts

- AFRC AFCS 2E173 members perform more mobility but less supervisory tasks than their AD counterparts

TRAINING ANALYSIS

Occupational survey data are a source of information that can assist in the development or evaluation of training programs for both entry-level and advanced members. In particular, the factors used to evaluate entry-level member training include the jobs that are being performed by first-enlistment personnel (1-48 months' TAFMS), the overall distribution of first-enlistment personnel across career ladder jobs, the percent of first-enlistment members who perform specific tasks, and ratings of relative training emphasis (TE) and task difficulty (TD). (TE and TD ratings are discussed in the Task Factor Administration section of this OSR.)

First-Enlistment Personnel (1–48 months' TAFMS)

N=171

Jobs

Figure 2 – Distribution of first-enlistment personnel across specialty clusters and jobs:

- 70% of all first-enlistment AFSC 2E1X3 members are employed in the Ground Radio Maintenance Cluster

- 7% of all first-enlistment AFSC 2E1X3 members are employed in the Global HF Cluster

- 5% of all first-enlistment AFSC 2E1X3 members are employed in the PWCS/Installation Spectrum Management IJ

Duties

Table A30 – Relative time spent on duties:

- First-enlistment AFSC 2E1X3 members spend the largest percentage of their time (54%) in Duty A (Performing Communications-Electronics Equipment Maintenance)

- First-enlistment AFSC 2E1X3 members spend 8% of their time in each of: Duty C (Installing and Maintaining Public Address Systems); Duty A (Performing Communications-Electronics Equipment Maintenance); and Duty G (Performing Maintenance Management Activities)

- The remaining time is distributed across the other duty areas

Tasks

Table A31 – Representative tasks performed:

- Maintenance related to AM equipment, HF transceivers, and PA systems comprises the majority of tasks performed by AFSC 2E1X3 first-enlistment members

- Also of note are tasks related to antenna couplers and communications systems

Equipment

Table A32 – Test equipment used or operated:

- There exists a high level of common test equipment usage across AFSC 2E1X3 first-enlistment members (e.g., digital multimeters 89%, dummy loads 87%, etc.)

Table A33 – Amplifiers, receivers, transceivers, and exciters operated or maintained:

- Roughly half of all AFSC 2E1X3 first-enlistment members operate or maintain the following: AN/GRR-23 and AN/GRR-24 receivers; AN/GRC-211 and AN/GRC-171B transceivers; and AN/GRT-21 exciters

- The most commonly operated or maintained amplifier across AFSC 2E1X3 first-enlistment members is the AM-7223 amplifier (32%)

Table A34 – Antennas and antenna couplers operated or maintained:

- AN/GRA-4 antennas are the most widely used antennas among AFSC 2E1X3 first-enlistment members (33%)

- CU-547 UHF antenna couplers are the most widely used antenna couplers among AFSC 2E1X3 first-enlistment members (39%)

Table A35 – Tests sets, telephones, and PWCS equipment operated or maintained:

- Handheld portable radios are used by 42% of all AFSC 2E1X3 first-enlistment members

- AN/GRM-115 radio test sets are used by 32% of all AFSC 2E1X3 first-enlistment members

Table A36 – Communications systems and miscellaneous equipment operated or maintained:

- Patch panels are operated or maintained by roughly half (47%) of all AFSC 2E1X3 first-enlistment members

DISTRIBUTION OF AFSC 2E1X3 FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS (N=171)

MAINTENANCE SUPPORT SUPERVISION IJ (3%)

GLOBAL HF CLUSTER (7%)

GROUND RADIO MAINTENANCE CLUSTER (70%)

RADIO MAINTENANCE SPECIALIST CLUSTER (3%)

*OTHER (7%)

PUBLIC ADDRESS SYSTEMS IJ (3%)

MAINTENANCE CONTROL IJ (3%)

PWCS/INSTALLATION SPECTRUM MANAGEMENT IJ (5%)
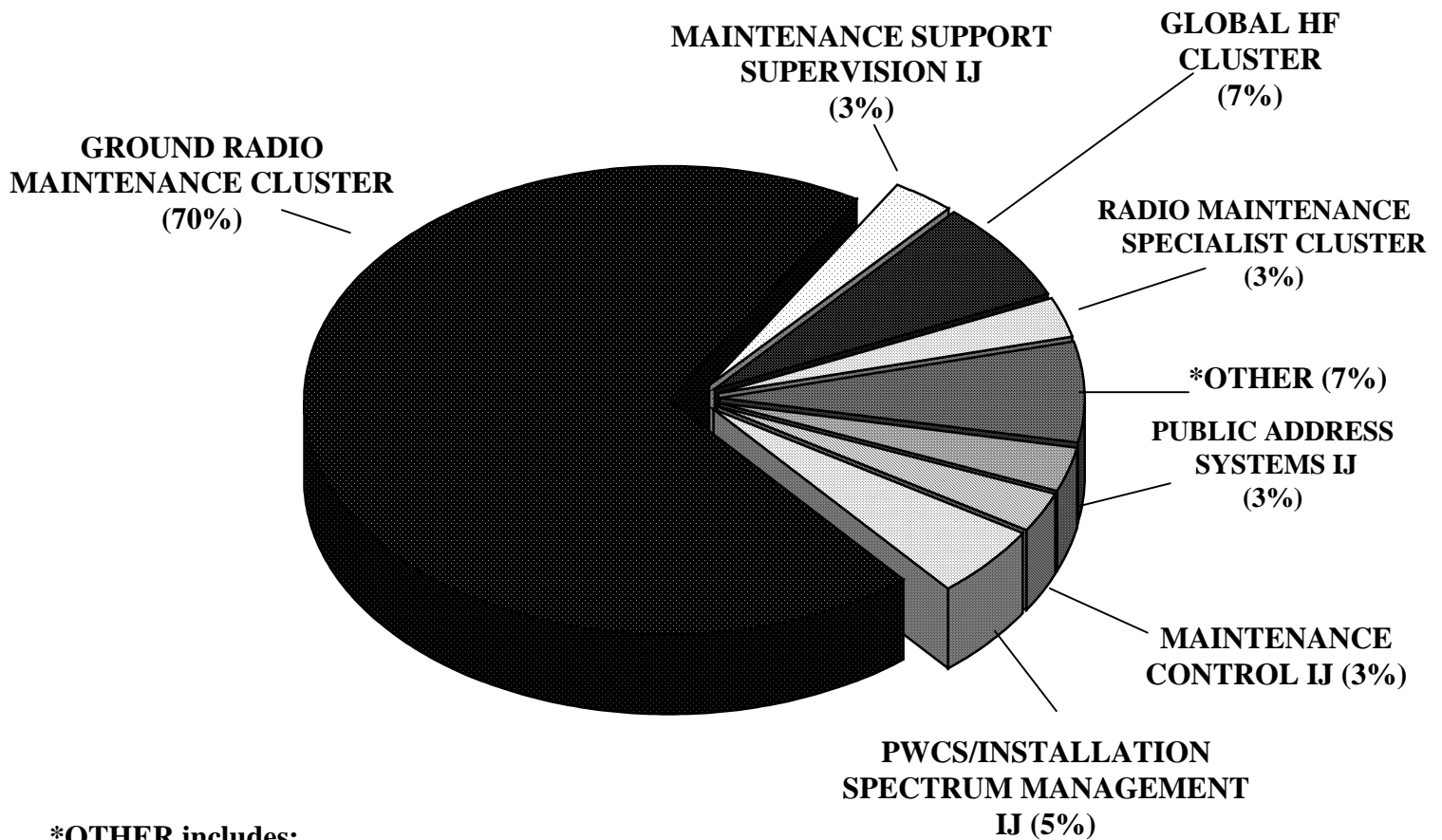
*OTHER includes:
- MISSILE COMMUNICATIONS MAINTENANCE IJ (2%)
- WORKCENTER SUPERVISION CLUSTER (2%)
- MOBILITY IJ (2%)
- NOT GROUPED (<1%)

FIGURE 2

Task Factor Surveys

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information, along with data from the course training standard (CTS) is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected DAFSC 2E1X3 members (generally E-6 or E-7 craftsmen) completed either a training emphasis (TE) or task difficulty (TD) survey. These training documents were reviewed by matching survey tasks to CTS elements, then examining task performance, TE, and TD data for the matched tasks.

Task Factor Administration

TE and TD data can help training development personnel decide which tasks to emphasize for entry-level, structured training (resident technical schools, field training detachments, mobile training teams, formal OJT, or any other organized training method). For example, tasks receiving high TE and TD ratings generally warrant resident training if they are also performed by a moderate-to-high percentage of first-enlistment members. Tasks receiving high TE and/or TD ratings but being performed by relatively low percentages of first-enlistment members may be more appropriately planned for structured OJT programs within the career ladder. Low TE and/or TD ratings may highlight tasks best omitted from training for new personnel. These task factors are, of course, not the only ones to weigh in making training decisions; the percentages of personnel performing the tasks, command concerns, the criticality of the tasks, and other important factors must also be carefully considered.

Training Emphasis (TE) — degree of emphasis that should be placed on each task for structured training of entry-level members:

- Eighty-two DAFSC 2E1X3 senior noncommissioned officers (NCOs) rated tasks in the inventory on a scale from 0 (no training required) to 9 (extremely high training emphasis)

- Average TE rating was 2.42 with a standard deviation of 1.43

  - If a task has a TE rating at least one standard deviation above the mean, that is, of at least 3.85, it is probably important to provide new personnel with formal training on that task

Table A37 – Tasks with highest TE ratings:

- All tasks contained in Table A37 are derivative of Duty A (Performing Communications-Electronics Equipment Maintenance) and represent the heart of a DAFSC 2E1X3 member's responsibilities (i.e., operationally checking, aligning, and troubleshooting)

- Equipment-related tasks are too varied to isolate a specific type

Task Difficulty (TD) — amount of time needed to learn to perform that task satisfactorily:

- Seventy-seven DAFSC 2E1X3 senior NCOs rated the difficulty of tasks in the inventory using a scale from 1 (extremely low difficulty) to 9 (extremely high difficulty)

- TD ratings are normally adjusted so that tasks of average difficulty have a value of 5.00 and a standard deviation of 1.00

  - Any task with a difficulty of 6.00 or greater is therefore considered difficult to learn

Table A38 – Tasks with highest TD ratings:

- Also lists percent members performing these tasks by groups of 1-48 months' TAFMS, as well as members of the 3-, 5-, and 7-skill-level groups

- Unlike tasks with high TE ratings, many tasks with high TD ratings have low percent members performing

  - This pattern is typical across many career fields because relatively few members perform the most difficult tasks

- Tasks related to PWCS/Installation Spectrum Management, Quality Assurance Evaluation, and Missile Communications Jobs are the most predominant on this listing

- Tasks related to maintenance work at the line replaceable unit (LRU) level are also predominant on this listing

Automated Training Indicators (ATIs)

To assist training development personnel, the AFOMS developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an automated training indicator (ATI) for each task. ATIs correspond to training decisions listed and defined in the Training Decision Logic Table found n Attachment 2, AETC 36-3601. ATIs allow training developers to quickly focus attention on those basic tasks, which are most likely to qualify for resident training.

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate, ATI information, are contained in the Training Extract package and should be reviewed in detail by technical school personnel. (For more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report).

Course Training Standard (CTS) Analysis

Technical school personnel from the 338th Training Squadron (338 TRS), Keesler AFB MS, matched JI tasks to CTS items. Per AETCI 36-2601, dated 14 July 1999, CTS elements that are performed by at least 20% of members in appropriate skill-level groups [particularly first-job (1-24 months' TAFMS) members and first-enlistment (1-48 months' TAFMS) members] should be included in the CTS. Of course, these are not the only criteria for inclusion in the CTS, and other rational considerations may argue against inclusion. Likewise, proficiency-coded elements matched to tasks with less than 20% performing in first-job and first-enlistment groups should be closely reviewed by subject-matter experts for possible deletion from the CTS, unless other considerations (such as mission criticality or criticality to a particular MAJCOM) argue for inclusion of these "unsupported items." As stated above, several tasks not referenced to the CTS with at least 20% of the first-job or first-enlistment members performing should be reviewed by training personnel for possible addition to the CTS.

Table A39 – Examples of CTS elements not supported by survey data (less than 20%):

- The content of the CTS is fully supported by the survey data with the exception of fiber-optic-related material

Table A40 – Examples of tasks not referenced to CTS elements with 20% or more members performing:

- A complete listing of tasks not referenced to the CTS can be found at the end of the CTS report in training extract; these tasks should be reviewed for possible addition to CTS

- Prominent tasks include PA systems and CAMS-related responsibilities

ANALYSIS OF MAJCOMS

Table A41 – Time spent on duties by MAJCOM groups:

- Tasks and background data for personnel of the 12 MAJCOMs with the largest AFSC 2E1X3 populations were compared to determine whether job content varied as a function of command assignment

- Duty A (Performing Communications-Electronics Equipment Maintenance) – ANG (40%), AFSOC (39%), and AFRC (35%) have largest percentages of percent members performing

- Duty B (Performing PWCS and Installation Spectrum Management Activities) – AMC (8%) and AFSPC (8%) have largest weighting; AFC4A and AIA have the lowest (1%)

- Duty C (Installing and Maintaining Public Address Systems) – AFRC (8%) and AMC (7%) have largest weighting; AFC4A (0%) and AFSPC (<1%) have the lowest

- Duty E (Performing Initial Ground Radio Equipment Installations) – AFC4A (17%) and ANG (12%) have the largest percentage of percent members performing

- Duty F (Performing Contract Administration Activities) – AFSPC (8%) has largest weighting

- Duty J (Performing Mobility and Contingency Activities) - AFSOC (18%), ANG (15%), and AFRC (13%) have largest weighting; AETC and AFSPC have the lowest percentage of members performing (2%)

- Duty L (Performing Management and Supervisory Activities) – AFC4A (41%) has largest weighting; ANG (7%) and AFSOC (10%) have the lowest percentage of members performing

JOB SATISFACTION ANALYSIS

An examination of job satisfaction indicators can give career ladder managers a better understanding of factors that may affect the job performance of career ladder airmen. The survey included attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions.

Job Satisfaction

Overall = Good

Table A42 – Comparative job satisfaction data between the current AFSC 2E1X3 OSR data and members from similar AFSCs surveyed in the previous 12 months:

- Overall, both groups align closely with the exception of measurably lower job interest ratings for second-enlistment members and career airmen AFSC 2E1X3 members relative to the comparative sample

- Reenlistment intentions for AD AFSC 2E1X3 members across all enlistment groups versus the comparative sample are almost identical

Table A43 – Comparative job satisfaction data for the current and 1999 AFSC 2E1X3 surveys:

- Overall, there is considerable parity between the current and 1999 studies

- Both first- and second-term AFSC 2E1X3 members are slightly less satisfied with their sense of accomplishment from their job, yet both groups have higher reenlistment intentions than the previous study

- Both second-term and career AFSC 2E1X3 members have a much greater perceived use of their training than their counterparts in the previous study

Table A44 – Job satisfaction data by job groups (identified in **AFSC 2E1X3 SPECIALTY JOB STRUCTURE** section of this report):

- Ground Radio Maintenance Cluster (54% of sample) – reasonably good levels of satisfaction across all measures with a 65% likelihood of reenlisting

- Maintenance Support Supervision IJ, Missile Communications Maintenance IJ, and Instruction Job (in the Training Cluster) – relatively high job interest and sense of accomplishment from job

- Installation Job and Air Control and Warning Jobs (both within the Ground Radio Maintenance Cluster) – highest levels of job interest

- Transmitters/Receivers Job (within the Global HF Cluster) – lowest reenlistment intentions compared to all other jobs and clusters (50%)

- Superintendent IJ – largely dissatisfied across most job satisfaction indices

Table A45 – Job satisfaction data for the AD, ANG, and AFRC members:

- 60% of all AD AFSC 2E1X3 members expressed positive reenlistment intentions

- ANG AFSC 2E1X3 members expressed higher job interest and a higher sense of accomplishment from their jobs than the AD and AFRC members

- AFRC AFSC 2E1X3 members expressed higher perceived use of talents and higher perceived use of training than the AD and AFRC members

RETENTION DIMENSIONS

Occupational surveys also routinely collect information about factors that affect reenlistment and separation decisions. That is, respondents who say that they are likely to reenlist at the end of their present term (and those not eligible for retirement) are asked to indicate whether any of 31 different factors will have an effect on their intended decision and, if so, the degree to which each factor may influence their decision to reenlist. Respondents who indicate that they are likely to separate at the end of their present term (and those not eligible for retirement) are asked

to indicate whether any of 31 different factors will have an effect on their intended decision and, if so, the degree to which each factor may influence their decision to separate. The degree is indicated on a 3-point scale ranging from "slight influence" to "strong influence."

Reenlistment

Table A46 – Lists the 31 factors in the order they appeared in the survey. The percent selecting each factor and the average rating for each factor by TAFMS group based on how much each factor may influence their decision to reenlist are also shown:

- Top 5 reasons members may choose to reenlist based on the highest percentages selecting each factor are listed below Table A46

  - A common thread across all TAFMS groups is job security and military lifestyle

  - First-term AFSC 2E1X3 members selected military-related education and training opportunities and medical/dental care for AD members as their second and third ranked factors

  - Second-term AFSC 2E1X3 members align closely with their more junior counterparts with the notable exception: retirement benefits

  - Career AFSC 2E1X3 members ranked retirement benefits as their top reenlistment factor

Separation

Table A47 – Displays the percentage of the members for each TAFMS group indicating that their plans to separate may be influenced by each factor as well as the average ratings by TAFMS group for the 31 factors based on the influence each factor may have on the respondents' decisions to separate:

- Top 5 reasons members in each TAFMS group may choose to separate based on the highest percentages selecting each factor are listed below Table A47

  - The top three reasons for the first- and second-term AFSC 2E1X3 members were the same, namely military lifestyle, pay and allowances, and civilian job opportunities

  - The top three reasons for the career AFSC 2E1X3 members differed slightly with bonus or special pay taking precedence over civilian job opportunities

WRITE-IN COMMENTS

When there are serious problems in a career ladder, survey respondents are usually quite free with write-in comments to complain about perceived problems in the field. A total of 17 comments were received from survey respondents, which represents less than 1% of the survey sample. No major deficiencies were evident. The majority of the comments suggested areas for further training which included electrostatic discharge, portable PA systems, VIASAT transfers, PSC-5, PRC-117F radios, and LMR management.

APPENDIX

TABLES A1 TO A47 ARE REFERENCED WITHIN THE BODY OF THE OSR

TABLE A1

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MAINTENANCE CONTROL IJ
(N=40)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED* = 78	PERCENT MEMBERS PERFORMING
G0268	Retrieve CAMS listings or reports	88
G0270	Review preventive maintenance schedules	88
G0272	Update maintenance data collection (MDC) data in CAMS	70
G0266	Input equipment status reporting (ESR) data	70
G0269	Review maintenance records	70
G0274	Verify accuracy of CAMS daily inputs	70
G0260	Coordinate repair actions with maintenance workcenters or contractors	65
G0258	Analyze core automated maintenance system (CAMS) data	62
G0273	Update personnel data files in CAMS	58
G0264	Initiate or annotate maintenance records	55
G0271	Update historical reports in CAMS	55
K0373	Update workcenter training records in CAMS	50
H0284	Initiate or maintain standby rosters or workcenter pyramid recall rosters	48
I0296	Coordinate maintenance of equipment with external agencies	48
G0259	Coordinate equipment cannibalization with maintenance workcenters	48
K0368	Maintain training records or files	42
K0356	Conduct on-the-job training (OJT)	42
H0275	Compile data for records, reports, logs, or trend analyses	38
H0290	Maintain or update equipment or vehicle status indicators such as boards, graphs, or charts	35
K0372	Review CAMS training reports, such as training visibility ledgers	32
H0286	Maintain administrative files	32
G0257	Adjust daily maintenance plans to meet operational commitments	30
J0313	Don or doff chemical warfare personal protective	30
I0303	Maintain documentation on items requiring periodic inspections or Calibrations	28
L0378	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	25
H0295	Write minutes of briefings, conferences, or meetings	25
K0371	Prepare job qualification standards (JQSs)	25
L0384	Counsel subordinates concerning personal matters	25
L0407	Inspect personnel for compliance with military standards	22

TABLE A2

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
TRAINING CLUSTER
(N=37)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 35*	PERCENT MEMBERS PERFORMING
K0365	Evaluate progress of trainees	86
K0357	Counsel trainees on training progress	84
K0368	Maintain training records or files	84
K0370	Perform task certifications	73
K0358	Determine training requirements	59
K0356	Conduct on-the-job training (OJT)	57
K0360	Develop training programs, plans, or procedures	57
I0301	Inventory equipment, tools, parts, or supplies	57
K0362	Develop or procure training materials or aids	51
K0353	Brief personnel concerning training programs or matters	51
A0015	Align HF transceivers	51
K0352	Administer or score tests	49
L0407	Inspect personnel for compliance with military standards	49
A0045	Operationally check HF transceivers	49
A0070	Perform HF transceiver PMIs	46
K0369	Manage personnel upgrade training programs	43
A0114	Troubleshoot HF transceivers	43
K0355	Conduct formal course classroom training	41
K0364	Evaluate effectiveness of training programs, plans, or procedures	41
A0028	Operationally check AM equipment	41
K0367	Inspect training materials or aids for operation or suitability	38
L0402	Evaluate personnel for compliance with performance standards	38
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	38
A0001	Align amplitude modulation (AM) equipment	38
A0101	Troubleshoot AM equipment	38
I0298	Evaluate serviceability of equipment, tools, parts, or supplies	35
K0359	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	32
K0361	Develop written tests	32
K0354	Complete trainee entry or withdrawal forms	32
I0299	Identify and report equipment or supply problems	32
K0373	Update workcenter training records in CAMS	30
K0363	Establish or maintain study reference files	30
G0270	Review preventive maintenance schedules	30

TABLE A2a

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
TRAINING MANAGEMENT JOB
(N=7)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 27*	PERCENT MEMBERS PERFORMING
K0368	Maintain training records or files	100
K0373	Update workcenter training records in CAMS	100
K0372	Review CAMS training reports, such as training visibility ledgers	100
K0369	Manage personnel upgrade training programs	71
K0365	Evaluate progress of trainees	71
K0371	Prepare job qualification standards (JQSs)	71
K0370	Perform task certifications	71
K0357	Counsel trainees on training progress	57
K0358	Determine training requirements	57
K0360	Develop training programs, plans, or procedures	57
K0356	Conduct on-the-job training (OJT)	57
G0273	Update personnel data files in CAMS	57
K0353	Brief personnel concerning training programs or matters	43
G0258	Analyze core automated maintenance system (CAMS) data	43
K0364	Evaluate effectiveness of training programs, plans, or procedures	43
G0268	Retrieve CAMS listings or reports	43
G0272	Update maintenance data collection (MDC) data in CAMS	43
K0359	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	29
A0045	Operationally check HF transceivers	29
K0374	Write training reports	29
K0362	Develop or procure training materials or aids	29
A0047	Operationally check HF receivers	29
L0383	Conduct supervisory performance feedback sessions	29
E0200	Install cabling, such as running or routing	29
A0070	Perform HF transceiver PMIs	29
A0114	Troubleshoot HF transceivers	29
K0366	Evaluate training methods or techniques of instructors	29
G0274	Verify accuracy of CAMS daily inputs	29
H0275	Compile data for records, reports, logs, or trend analyses	29
K0361	Develop written tests	14
G0259	Coordinate equipment cannibalization with maintenance workcenters	14
L0377	Assign sponsors for newly assigned personnel	14

TABLE A2b

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
INSTRUCTION JOB
(N=24)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 37*	PERCENT MEMBERS PERFORMING
K0365	Evaluate progress of trainees	100
K0357	Counsel trainees on training progress	96
K0368	Maintain training records or files	88
K0370	Perform task certifications	83
K0352	Administer or score tests	71
K0360	Develop training programs, plans, or procedures	67
K0362	Develop or procure training materials or aids	67
K0355	Conduct formal course classroom training	62
L0407	Inspect personnel for compliance with military standards	62
A0028	Operationally check AM equipment	62
I0301	Inventory equipment, tools, parts, or supplies	62
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	58
K0358	Determine training requirements	58
K0353	Brief personnel concerning training programs or matters	58
A0101	Troubleshoot AM equipment	58
A0045	Operationally check HF transceivers	58
A0015	Align HF transceivers	58
K0367	Inspect training materials or aids for operation or suitability	54
A0001	Align amplitude modulation (AM) equipment	54
K0364	Evaluate effectiveness of training programs, plans, or procedures	50
A0114	Troubleshoot HF transceivers	50
L0402	Evaluate personnel for compliance with performance standards	46
K0356	Conduct on-the-job training (OJT)	46
K0361	Develop written tests	46
K0369	Manage personnel upgrade training programs	46
A0070	Perform HF transceiver PMIs	46
K0359	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	42
K0363	Establish or maintain study reference files	42
I0298	Evaluate serviceability of equipment, tools, parts, or supplies	42
K0354	Complete trainee entry or withdrawal forms	42
L0408	Interpret policies, directives, or procedures for subordinates	38
I0299	Identify and report equipment or supply problems	38
L0384	Counsel subordinates concerning personal matters	33

TABLE A3

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MAINTENANCE SUPPORT EVALUATION IJ
(N=161)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 35*	PERCENT MEMBERS PERFORMING
L0415	Write inspection reports	88
L0402	Evaluate personnel for compliance with performance standards	83
L0381	Conduct staff assistance visits, inspections, or audits	83
L0380	Conduct self-inspections or self-assessments	79
L0401	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	74
G0269	Review maintenance records	71
G0270	Review preventive maintenance schedules	71
L0399	Evaluate inspection report findings or inspection procedures	67
G0268	Retrieve CAMS listings or reports	67
H0278	Establish or maintain Technical Order Distribution Office (TODO) Systems	64
K0364	Evaluate effectiveness of training programs, plans, or procedures	62
K0372	Review CAMS training reports, such as training visibility ledgers	62
H0289	Maintain TO libraries	60
G0258	Analyze core automated maintenance system (CAMS) data	60
H0275	Compile data for records, reports, logs, or trend analyses	57
H0294	Review TO changes	57
L0400	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	55
H0293	Process TO deficiency reports	55
L0421	Write replies to inspection reports	50
L0379	Conduct safety inspections of equipment or facilities	50
I0298	Evaluate serviceability of equipment, tools, parts, or supplies	48
H0288	Maintain TCTOs or FCOs	48
G0262	Identify problem areas, other than equipment or supply, using deficiency, service, or status reports,	48
L0407	Inspect personnel for compliance with military standards	45
K0368	Maintain training records or files	45
L0389	Develop self-inspection or self-assessment program checklists	43
L0378	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	43

TABLE A4

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MAINTENANCE SUPPORT SUPERVISION IJ
(N=161)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 74*	PERCENT MEMBERS PERFORMING
L0384	Counsel subordinates concerning personal matters	93
L0417	Write recommendations for awards or decorations	91
L0407	Inspect personnel for compliance with military standards	88
L0383	Conduct supervisory performance feedback sessions	88
L0408	Interpret policies, directives, or procedures for subordinates	86
L0380	Conduct self-inspections or self-assessments	86
L0402	Evaluate personnel for compliance with performance standards	85
L0386	Determine or establish work assignments or priorities	84
L0397	Establish performance standards for subordinates	84
L0420	Write or indorse military performance reports	83
L0382	Conduct supervisory orientations for newly assigned personnel	83
L0414	Schedule personnel for TDY assignments, leaves, or passes	80
L0421	Write replies to inspection reports	78
K0372	Review CAMS training reports, such as training visibility ledgers	78
L0378	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	76
L0399	Evaluate inspection report findings or inspection procedures	76
L0403	Evaluate personnel for promotion, demotion, reclassification, or special awards	76
L0392	Develop or establish work schedules	76
K0365	Evaluate progress of trainees	75
L0376	Assign personnel to work areas or duty positions	74
K0357	Counsel trainees on training progress	72
L0385	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	71
K0368	Maintain training records or files	70
K0358	Determine training requirements	70
K0353	Brief personnel concerning training programs or matters	68
L0400	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	67
K0364	Evaluate effectiveness of training programs, plans, or procedures	62

TABLE A5

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
WORKCENTER SUPERVISION CLUSTER
(N=32)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 80*	PERCENT MEMBERS PERFORMING
G0270	Review preventive maintenance schedules	97
G0272	Update maintenance data collection (MDC) data in CAMS	94
G0269	Review maintenance records	91
G0273	Update personnel data files in CAMS	88
G0268	Retrieve CAMS listings or reports	84
K0373	Update workcenter training records in CAMS	84
K0365	Evaluate progress of trainees	84
K0368	Maintain training records or files	81
K0357	Counsel trainees on training progress	81
G0274	Verify accuracy of CAMS daily inputs	78
K0372	Review CAMS training reports, such as training visibility ledgers	78
K0356	Conduct on-the-job training (OJT)	78
K0370	Perform task certifications	75
G0271	Update historical reports in CAMS	75
K0369	Manage personnel upgrade training programs	69
L0384	Counsel subordinates concerning personal matters	69
L0417	Write recommendations for awards or decorations	69
A0031	Operationally check antenna couplers	69
K0358	Determine training requirements	66
G0258	Analyze core automated maintenance system (CAMS) data	59
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	59
L0402	Evaluate personnel for compliance with performance standards	59
A0101	Troubleshoot AM equipment	59
I0301	Inventory equipment, tools, parts, or supplies	59
A0055	Perform antenna coupler PMIs	59
A0033	Operationally check communications cables	59
A0125	Troubleshoot and repair communications cables	59
L0400	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	56
L0379	Conduct safety inspections of equipment or facilities	56
A0025	Fabricate communications cables	56
L0420	Write or indorse military performance reports	53
L0383	Conduct supervisory performance feedback sessions	53

TABLE A5a

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
AIRFIELD SUPPORT JOB
(N=16)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 63*	PERCENT MEMBERS PERFORMING
G0270	Review preventive maintenance schedules	100
G0268	Retrieve CAMS listings or reports	100
G0272	Update maintenance data collection (MDC) data in CAMS	100
G0269	Review maintenance records	100
K0373	Update workcenter training records in CAMS	94
K0365	Evaluate progress of trainees	94
G0273	Update personnel data files in CAMS	88
K0357	Counsel trainees on training progress	88
K0370	Perform task certifications	88
K0368	Maintain training records or files	81
K0372	Review CAMS training reports, such as training visibility ledgers	81
G0274	Verify accuracy of CAMS daily inputs	81
K0356	Conduct on-the-job training (OJT)	81
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	69
K0369	Manage personnel upgrade training programs	69
G0271	Update historical reports in CAMS	62
L0384	Counsel subordinates concerning personal matters	62
A0070	Perform HF transceiver PMIs	62
K0360	Develop training programs, plans, or procedures	56
K0358	Determine training requirements	56
L0402	Evaluate personnel for compliance with performance standards	56
A0101	Troubleshoot AM equipment	56
L0376	Assign personnel to work areas or duty positions	56
A0045	Operationally check HF transceivers	56
A0055	Perform antenna coupler PMIs	56
K0371	Prepare job qualification standards (JQSs)	50
G0264	Initiate or annotate maintenance records	50
K0353	Brief personnel concerning training programs or matters	50
J0322	Lay electrical or communications cables	50
L0380	Conduct self-inspections or self-assessments	50
L0379	Conduct safety inspections of equipment or facilities	50
G0258	Analyze core automated maintenance system (CAMS) data	44

TABLE A5b

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MISSILE COMMUNICATIONS JOB
(N=16)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 80*	PERCENT MEMBERS PERFORMING
L0417	Write recommendations for awards or decorations	100
D0179	Troubleshoot hardened UHF communications systems	100
G0270	Review preventive maintenance schedules	94
G0272	Update maintenance data collection (MDC) data in CAMS	88
G0273	Update personnel data files in CAMS	88
G0271	Update historical reports in CAMS	88
D0173	Perform hardened UHF communications system PMIs	88
D0170	Operationally check hardened UHF communications systems	88
G0269	Review maintenance records	81
K0368	Maintain training records or files	81
D0166	Align hardened ultra high frequency (UHF) communications systems	81
D0183	Troubleshoot and repair hardened UHF communications system LRUs to circuit card level	81
D0182	Troubleshoot and repair hardened UHF communications system LRU cards to component level	81
I0301	Inventory equipment, tools, parts, or supplies	81
G0274	Verify accuracy of CAMS daily inputs	75
K0356	Conduct on-the-job training (OJT)	75
K0357	Counsel trainees on training progress	75
K0358	Determine training requirements	75
K0373	Update workcenter training records in CAMS	75
K0365	Evaluate progress of trainees	75
G0258	Analyze core automated maintenance system (CAMS) data	75
K0372	Review CAMS training reports, such as training visibility ledgers	75
L0384	Counsel subordinates concerning personal matters	75
L0420	Write or indorse military performance reports	69
G0268	Retrieve CAMS listings or reports	69
K0369	Manage personnel upgrade training programs	69
G0267	Maintain due-in-from-maintenance (DIFM) transaction reports	69
L0400	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	69
L0402	Evaluate personnel for compliance with performance standards	62
K0370	Perform task certifications	62
L0415	Write inspection reports	56

TABLE A6

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
DEPLOYMENT PLANNING IJ
(N=7)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 42*	PERCENT MEMBERS PERFORMING
L0392	Develop or establish work schedules	100
L0408	Interpret policies, directives, or procedures for subordinates	86
L0414	Schedule personnel for TDY assignments, leaves, or passes	86
L0386	Determine or establish work assignments or priorities	86
H0284	Initiate or maintain standby rosters or workcenter pyramid recall rosters	86
H0285	Inventory classified materials or documents	86
L0383	Conduct supervisory performance feedback sessions	86
K0360	Develop training programs, plans, or procedures	86
H0292	Prepare administrative or classified materials or documents for mailing, transporting, or issue	71
L0407	Inspect personnel for compliance with military standards	71
H0277	Destroy classified materials or documents	71
L0382	Conduct supervisory orientations for newly assigned personnel	71
L0417	Write recommendations for awards or decorations	71
H0281	Initiate classified reports, messages, or documents	71
L0384	Counsel subordinates concerning personal matters	71
L0418	Write staff studies, surveys, or routine reports, other than training or inspection reports	57
L0378	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	57
L0412	Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	57
L0397	Establish performance standards for subordinates	57
H0295	Write minutes of briefings, conferences, or meetings	57
H0282	Initiate requests for temporary duty (TDY) orders	57
L0396	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	57
L0395	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	43
J0324	Maintain accountability of personnel selected to fill OPLAN requirements	43
K0356	Conduct on-the-job training (OJT)	43
H0287	Maintain publications libraries, other than TO libraries	43
J0308	Complete operations plan (OPLAN) sourcing requirements	43

TABLE A7

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
GROUND RADIO MAINTENANCE CLUSTER
(N=810)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 116*	PERCENT MEMBERS PERFORMING
A0033	Operationally check communications cables	88
A0101	Troubleshoot AM equipment	79
A0045	Operationally check HF transceivers	78
A0001	Align amplitude modulation (AM) equipment	78
A0025	Fabricate communications cables	78
A0114	Troubleshoot HF transceivers	77
A0083	Remove and replace communications cables	77
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	76
A0031	Operationally check antenna couplers	76
I0301	Inventory equipment, tools, parts, or supplies	76
A0070	Perform HF transceiver PMIs	75
A0028	Operationally check AM equipment	75
A0055	Perform antenna coupler PMIs	73
K0356	Conduct on-the-job training (OJT)	72
A0125	Troubleshoot and repair communications cables	72
A0015	Align HF transceivers	71
A0103	Troubleshoot antenna couplers	71
G0270	Review preventive maintenance schedules	66
A0003	Align antenna couplers	65
A0095	Remove and replace HF transceiver LRUs	63
A0078	Remove and replace AM equipment LRUs	63
I0298	Evaluate serviceability of equipment, tools, parts, or supplies	63
J0313	Don or doff chemical warfare personal protective clothing	62
A0042	Operationally check FM equipment	61
G0269	Review maintenance records	60
I0299	Identify and report equipment or supply problems	59
J0326	Operationally check mobile ground radio equipment	58
A0110	Troubleshoot FM equipment	58
K0368	Maintain training records or files	58
C0159	Operationally check PA systems	57
A0120	Troubleshoot and repair AM equipment LRUs	57
G0268	Retrieve CAMS listings or reports	57
A0132	Troubleshoot and repair HF transceiver LRUs	56
J0336	Prepare equipment for deployments	56

TABLE A7a

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
INTELLIGENCE INTERCEPT JOB
(N=21)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 78*	PERCENT MEMBERS PERFORMING
I0301	Inventory equipment, tools, parts, or supplies	95
A0069	Perform HF receiver PMIs	90
A0047	Operationally check HF receivers	90
K0356	Conduct on-the-job training (OJT)	90
G0273	Update personnel data files in CAMS	90
G0271	Update historical reports in CAMS	90
A0113	Troubleshoot HF receivers	86
G0272	Update maintenance data collection (MDC) data in CAMS	86
G0274	Verify accuracy of CAMS daily inputs	86
K0373	Update workcenter training records in CAMS	86
A0014	Align high frequency (HF) receivers	81
G0270	Review preventive maintenance schedules	81
G0268	Retrieve CAMS listings or reports	81
K0368	Maintain training records or files	76
I0299	Identify and report equipment or supply problems	76
A0033	Operationally check communications cables	76
G0258	Analyze core automated maintenance system (CAMS) data	71
A0131	Troubleshoot and repair HF receiver LRUs	67
A0094	Remove and replace HF receiver LRUs	67
I0303	Maintain documentation on items requiring periodic inspections or calibrations	67
H0294	Review TO changes	67
G0269	Review maintenance records	67
A0035	Operationally check communications patch panels	67
I0296	Coordinate maintenance of equipment with external agencies	67
H0289	Maintain TO libraries	62
I0298	Evaluate serviceability of equipment, tools, parts, or supplies	62
I0300	Initiate requisitions for equipment, tools, parts, or supplies	62
K0370	Perform task certifications	57
K0372	Review CAMS training reports, such as training visibility ledgers	52
A0125	Troubleshoot and repair communications cables	52
K0357	Counsel trainees on training progress	48
A0115	Troubleshoot HF transmitters	38
A0046	Operationally check HF transmitters	38

TABLE A7b

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
AIR CONTROL AND WARNING JOB
(N=19)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED* = 66	PERCENT MEMBERS PERFORMING
A0001	Align amplitude modulation (AM) equipment	95
A0028	Operationally check AM equipment	89
A0101	Troubleshoot AM equipment	89
A0042	Operationally check FM equipment	84
A0110	Troubleshoot FM equipment	84
A0033	Operationally check communications cables	84
A0083	Remove and replace communications cables	84
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	79
I0298	Evaluate serviceability of equipment, tools, parts, or supplies	79
A0025	Fabricate communications cables	79
A0125	Troubleshoot and repair communications cables	79
I0299	Identify and report equipment or supply problems	79
I0301	Inventory equipment, tools, parts, or supplies	74
A0120	Troubleshoot and repair AM equipment LRUs	68
A0113	Troubleshoot HF receivers	68
I0300	Initiate requisitions for equipment, tools, parts, or supplies	68
A0078	Remove and replace AM equipment LRUs	68
E0186	Assemble or wire equipment components for installation	68
I0302	Issue or log turn-ins of equipment, tools, parts, or supplies	68
A0067	Perform FM equipment PMIs	63
A0011	Align frequency modulation (FM) equipment	63
A0047	Operationally check HF receivers	63
I0305	Pick up, deliver, or store equipment, tools, parts, or supplies, other than for mobilities or contingencies	63
E0191	Install AM communications equipment	63
E0187	Conduct post-installation equipment tests	63
A0117	Troubleshoot land lines	58
A0069	Perform HF receiver PMIs	58
A0094	Remove and replace HF receiver LRUs	58
K0368	Maintain training records or files	58
A0035	Operationally check communications patch panels	58
A0014	Align high frequency (HF) receivers	53
A0131	Troubleshoot and repair HF receiver LRUs	53
I0303	Maintain documentation on items requiring periodic inspections	53

TABLE A7c

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
NCOIC JOB
(N=273)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 172*	PERCENT MEMBERS PERFORMING
K0356	Conduct on-the-job training (OJT)	95
I0301	Inventory equipment, tools, parts, or supplies	95
A0033	Operationally check communications cables	91
K0368	Maintain training records or files	90
G0270	Review preventive maintenance schedules	90
I0298	Evaluate serviceability of equipment, tools, parts, or supplies	90
I0300	Initiate requisitions for equipment, tools, parts, or supplies	89
I0299	Identify and report equipment or supply problems	89
K0357	Counsel trainees on training progress	88
G0269	Review maintenance records	86
K0365	Evaluate progress of trainees	85
L0386	Determine or establish work assignments or priorities	85
A0101	Troubleshoot AM equipment	85
I0302	Issue or log turn-ins of equipment, tools, parts, or supplies	85
K0370	Perform task certifications	84
K0358	Determine training requirements	84
L0407	Inspect personnel for compliance with military standards	84
I0303	Maintain documentation on items requiring periodic inspections	83
L0384	Counsel subordinates concerning personal matters	83
A0001	Align amplitude modulation (AM) equipment	83
L0402	Evaluate personnel for compliance with performance standards	82
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	82
A0028	Operationally check AM equipment	82
L0403	Evaluate personnel for promotion, demotion, reclassification, or special awards	79
L0401	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	79
L0417	Write recommendations for awards or decorations	79
L0380	Conduct self-inspections or self-assessments	78
L0408	Interpret policies, directives, or procedures for subordinates	78
K0353	Brief personnel concerning training programs or matters	77
G0272	Update maintenance data collection (MDC) data in CAMS	75
K0369	Manage personnel upgrade training programs	74
G0264	Initiate or annotate maintenance records	74

TABLE A7d

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MOBILITY JOB
(N=160)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 110*	PERCENT MEMBERS PERFORMING
A0045	Operationally check HF transceivers	96
A0114	Troubleshoot HF transceivers	96
A0070	Perform HF transceiver PMIs	93
A0033	Operationally check communications cables	92
J0326	Operationally check mobile ground radio equipment	91
A0042	Operationally check FM equipment	89
A0101	Troubleshoot AM equipment	88
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	86
J0336	Prepare equipment for deployments	86
A0031	Operationally check antenna couplers	86
I0301	Inventory equipment, tools, parts, or supplies	86
A0015	Align HF transceivers	86
J0315	Erect tents	85
A0110	Troubleshoot FM equipment	84
J0345	Set up or tear down mobile antenna systems	84
J0313	Don or doff chemical warfare personal protective clothing	84
J0349	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	84
A0025	Fabricate communications cables	82
J0322	Lay electrical or communications cables	82
A0028	Operationally check AM equipment	81
A0055	Perform antenna coupler PMIs	81
A0001	Align amplitude modulation (AM) equipment	81
A0083	Remove and replace communications cables	81
J0351	Visually inspect mobile antenna systems	81
A0103	Troubleshoot antenna couplers	81
A0067	Perform FM equipment PMIs	80
K0356	Conduct on-the-job training (OJT)	80
A0095	Remove and replace HF transceiver LRUs	80
J0320	Install vehicle-mounted ground radio equipment	78
J0325	Operationally check mobile antenna systems	77
J0318	Install vehicle-mounted antenna systems	77
J0316	Inspect mobility bags or kits	76
J0327	Perform camouflage procedures	73
G0270	Review preventive maintenance schedules	71

TABLE A7e

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
FIXED HIGH-FREQUENCY JOB
(N=19)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 98*	PERCENT MEMBERS PERFORMING
A0115	Troubleshoot HF transmitters	100
A0046	Operationally check HF transmitters	100
A0047	Operationally check HF receivers	100
A0113	Troubleshoot HF receivers	95
A0114	Troubleshoot HF transceivers	95
A0045	Operationally check HF transceivers	95
A0071	Perform HF transmitter PMIs	95
A0016	Align HF transmitters	95
A0069	Perform HF receiver PMIs	89
A0070	Perform HF transceiver PMIs	89
A0133	Troubleshoot and repair HF transmitter LRUs	89
A0095	Remove and replace HF transceiver LRUs	89
A0015	Align HF transceivers	89
A0096	Remove and replace HF transmitter LRUs	89
A0131	Troubleshoot and repair HF receiver LRUs	84
A0132	Troubleshoot and repair HF transceiver LRUs	84
A0014	Align high frequency (HF) receivers	84
A0094	Remove and replace HF receiver LRUs	84
K0356	Conduct on-the-job training (OJT)	84
I0301	Inventory equipment, tools, parts, or supplies	79
A0033	Operationally check communications cables	79
I0305	Pick up, deliver, or store equipment, tools, parts, or supplies, other than for mobilities or contingencies	74
A0083	Remove and replace communications cables	74
K0357	Counsel trainees on training progress	68
K0368	Maintain training records or files	68
A0125	Troubleshoot and repair communications cables	68
A0025	Fabricate communications cables	68
K0365	Evaluate progress of trainees	63
I0303	Maintain documentation on items requiring periodic inspections or calibrations	63
K0370	Perform task certifications	63
G0270	Review preventive maintenance schedules	63
G0268	Retrieve CAMS listings or reports	63
L0407	Inspect personnel for compliance with military	63

TABLE A7f

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
INSTALLATION JOB
(N=8)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 113*	PERCENT MEMBERS PERFORMING
E0213	Install HF communications equipment	100
E0211	Install FM communications equipment	100
E0222	Install station grounds	100
E0210	Install fixed remote control units	100
A0045	Operationally check HF transceivers	100
A0046	Operationally check HF transmitters	100
A0047	Operationally check HF receivers	100
K0356	Conduct on-the-job training (OJT)	88
E0200	Install cabling, such as running or routing	88
E0216	Install microphones or microphone jacks	88
E0201	Install communications consoles	88
E0214	Install intercom systems	88
A0069	Perform HF receiver PMIs	88
A0071	Perform HF transmitter PMIs	88
A0070	Perform HF transceiver PMIs	88
E0209	Install fixed antenna systems	88
E0206	Install equipment support structures, such as cable ladders or racks	88
E0225	Perform pre-installation equipment checks	88
E0191	Install AM communications equipment	88
E0192	Install antenna couplers	88
A0125	Troubleshoot and repair communications cables	88
L0380	Conduct self-inspections or self-assessments	75
J0322	Lay electrical or communications cables	75
A0025	Fabricate communications cables	75
E0223	Install television or cable systems	75
E0219	Install phone patch systems	75
A0033	Operationally check communications cables	75
A0067	Perform FM equipment PMIs	75
E0186	Assemble or wire equipment components for installation	62
K0355	Conduct formal course classroom training	62
J0313	Don or doff chemical warfare personal protective clothing	62
J0316	Inspect mobility bags or kits	62
E0202	Install cryptographic equipment, other than vehicle-mounted cryptographic equipment	62
E0208	Install fiber-optic links	62

TABLE A7g

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
DEPLOYED AIRFIELD SUPPORT JOB
(N=34)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 90*	PERCENT MEMBERS PERFORMING
A0033	Operationally check communications cables	100
C0159	Operationally check PA systems	91
C0165	Troubleshoot and repair PA systems	88
A0125	Troubleshoot and repair communications cables	85
A0025	Fabricate communications cables	82
J0326	Operationally check mobile ground radio equipment	82
J0322	Lay electrical or communications cables	79
E0200	Install cabling, such as running or routing	79
C0164	Set up or tear down portable PA systems	79
J0320	Install vehicle-mounted ground radio equipment	79
C0157	Fabricate audio cables for PA systems	79
J0318	Install vehicle-mounted antenna systems	76
C0154	Align public address (PA) systems	74
A0045	Operationally check HF transceivers	71
C0158	Install fixed PA systems	71
A0041	Operationally check fixed antenna systems	71
A0049	Operationally check land lines	68
E0186	Assemble or wire equipment components for installation	68
A0083	Remove and replace communications cables	68
A0114	Troubleshoot HF transceivers	68
A0015	Align HF transceivers	68
J0313	Don or doff chemical warfare personal protective clothing	68
A0042	Operationally check FM equipment	65
A0101	Troubleshoot AM equipment	65
A0070	Perform HF transceiver PMIs	65
A0028	Operationally check AM equipment	65
E0211	Install FM communications equipment	62
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	62
A0043	Operationally check Giant Voice systems	62
E0216	Install microphones or microphone jacks	62
C0155	Conduct location surveys for PA systems	62
A0117	Troubleshoot land lines	59
E0187	Conduct post-installation equipment tests	59
E0223	Install television or cable systems	59
A0040	Operationally check fiber-optic links	59

TABLE A7h

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
AIRFIELD/BASE SUPPORT JOB
(N=148)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 96*	PERCENT MEMBERS PERFORMING
A0028	Operationally check AM equipment	93
A0001	Align amplitude modulation (AM) equipment	93
A0033	Operationally check communications cables	92
A0062	Perform digital recording system PMIs	91
A0034	Operationally check communications consoles	91
A0037	Operationally check digital recording systems	91
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	90
A0101	Troubleshoot AM equipment	89
A0055	Perform antenna coupler PMIs	89
A0058	Perform communications console PMIs	89
A0031	Operationally check antenna couplers	89
A0035	Operationally check communications patch panels	89
A0003	Align antenna couplers	87
A0105	Troubleshoot communications consoles	84
A0107	Troubleshoot digital recording systems	84
A0027	Operationally check ATC tower light guns	84
A0057	Perform battery backup system PMIs	84
A0032	Operationally check battery backup systems	84
A0056	Perform ATC tower light gun PMIs	83
A0103	Troubleshoot antenna couplers	82
A0083	Remove and replace communications cables	80
A0125	Troubleshoot and repair communications cables	79
A0006	Align communications consoles	78
A0008	Align digital recording systems	78
C0164	Set up or tear down portable PA systems	76
C0159	Operationally check PA systems	75
A0078	Remove and replace AM equipment LRUs	74
A0120	Troubleshoot and repair AM equipment LRUs	72
A0084	Remove and replace communications console LRUs	72
A0070	Perform HF transceiver PMIs	70
A0045	Operationally check HF transceivers	70
A0059	Perform communications patch panel PMIs	70
A0126	Troubleshoot and repair communications console LRUs	68
C0165	Troubleshoot and repair PA systems	67

TABLE A7i

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
CRYPTOGRAPHIC EQUIPMENT INSTALLATION JOB
(N=8)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 107*	PERCENT MEMBERS PERFORMING
A0036	Operationally check cryptographic equipment	100
A0127	Troubleshoot and repair communications patch panels	100
A0125	Troubleshoot and repair communications cables	100
A0035	Operationally check communications patch panels	88
A0025	Fabricate communications cables	88
E0187	Conduct post-installation equipment tests	88
A0033	Operationally check communications cables	88
E0200	Install cabling, such as running or routing	88
A0020	Configure communications consoles	88
E0202	Install cryptographic equipment, other than vehicle-mounted cryptographic equipment	88
E0225	Perform pre-installation equipment checks	75
A0034	Operationally check communications consoles	75
K0356	Conduct on-the-job training (OJT)	75
E0186	Assemble or wire equipment components for installation	75
E0190	Inspect completed installations of communications electronic equipment	75
E0189	Document equipment installations	75
E0188	Conduct pre-installation site surveys (PSSs)	75
E0201	Install communications consoles	75
A0083	Remove and replace communications cables	75
A0032	Operationally check battery backup systems	75
A0117	Troubleshoot land lines	75
E0219	Install phone patch systems	75
A0105	Troubleshoot communications consoles	75
E0220	Install power supply systems	75
A0049	Operationally check land lines	62
A0052	Operationally check test adapters	62
A0040	Operationally check fiber-optic links	62
A0026	Fabricate test adapters	62
A0041	Operationally check fixed antenna systems	62
A0039	Operationally check facsimile systems	62
E0226	Update system facility records	62
L0400	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	50

TABLE A7j

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MOBILE COMMUNICATIONS JOB
(N=106)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 40*	PERCENT MEMBERS PERFORMING
A0114	Troubleshoot HF transceivers	94
A0070	Perform HF transceiver PMIs	93
A0045	Operationally check HF transceivers	92
A0015	Align HF transceivers	80
A0033	Operationally check communications cables	72
A0055	Perform antenna coupler PMIs	70
A0031	Operationally check antenna couplers	65
A0001	Align amplitude modulation (AM) equipment	64
A0095	Remove and replace HF transceiver LRUs	58
A0101	Troubleshoot AM equipment	58
A0025	Fabricate communications cables	58
A0103	Troubleshoot antenna couplers	58
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	56
A0083	Remove and replace communications cables	52
A0042	Operationally check FM equipment	51
A0003	Align antenna couplers	51
A0028	Operationally check AM equipment	49
A0132	Troubleshoot and repair HF transceiver LRUs	47
A0110	Troubleshoot FM equipment	47
J0345	Set up or tear down mobile antenna systems	44
J0326	Operationally check mobile ground radio equipment	42
E0213	Install HF communications equipment	40
A0067	Perform FM equipment PMIs	39
J0313	Don or doff chemical warfare personal protective clothing	39
J0315	Erect tents	39
J0334	Perform pallet buildup activities	39
A0113	Troubleshoot HF receivers	38
J0349	Tear down, inspect, clean, and reassemble weapons,	38
A0046	Operationally check HF transmitters	37
A0069	Perform HF receiver PMIs	37
A0115	Troubleshoot HF transmitters	37
J0336	Prepare equipment for deployments	35
A0125	Troubleshoot and repair communications cables	35
I0301	Inventory equipment, tools, parts, or supplies	35

TABLE A8

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MOBILITY IJ
(N=8)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED* = 67	PERCENT MEMBERS PERFORMING
J0334	Perform pallet buildup activities	100
J0349	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	100
J0336	Prepare equipment for deployments	88
J0331	Perform explosive ordnance reconnaissance	88
J0317	Inspect packed or palletized mobility or contingency equipment prior to transport	88
J0329	Perform cover and concealment techniques for work party security	88
J0328	Perform chemical warfare agent decontamination procedures	75
J0338	Prepare sites at deployed locations	75
J0326	Operationally check mobile ground radio equipment	75
J0337	Prepare hazardous material (HAZMAT) for shipment	75
J0344	Set up or tear down field telephone systems	75
J0327	Perform camouflage procedures	75
J0345	Set up or tear down mobile antenna systems	75
A0025	Fabricate communications cables	75
J0315	Erect tents	62
J0351	Visually inspect mobile antenna systems	62
J0313	Don or doff chemical warfare personal protective clothing	62
J0350	Transport mobility or contingency communications equipment to or from deployed locations	62
A0033	Operationally check communications cables	62
J0322	Lay electrical or communications cables	62
I0304	Maintain organizational equipment or supply records	50
J0316	Inspect mobility bags or kits	50
J0323	Maintain disaster preparedness checklists	50
J0332	Perform operator maintenance on mobile or portable generators	50
J0307	Brief deploying personnel	50
J0325	Operationally check mobile antenna systems	50
A0101	Troubleshoot AM equipment	50
L0407	Inspect personnel for compliance with military standards	50
L0415	Write inspection reports	50
J0320	Install vehicle-mounted ground radio equipment	50
J0311	Develop mobility inspection checklists	38
I0303	Maintain documentation on items requiring periodic inspections or calibrations	38

63

TABLE A9

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
INITIAL INSTALLATION IJ
(N=34)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 50*	PERCENT MEMBERS PERFORMING
E0200	Install cabling, such as running or routing	91
E0213	Install HF communications equipment	79
E0192	Install antenna couplers	74
E0206	Install equipment support structures, such as cable ladders or racks	71
E0191	Install AM communications equipment	65
E0201	Install communications consoles	65
J0322	Lay electrical or communications cables	62
E0189	Document equipment installations	62
E0188	Conduct pre-installation site surveys (PSSs)	62
I0301	Inventory equipment, tools, parts, or supplies	62
E0187	Conduct post-installation equipment tests	62
J0313	Don or doff chemical warfare personal protective clothing	62
E0225	Perform pre-installation equipment checks	59
E0222	Install station grounds	59
K0356	Conduct on-the-job training (OJT)	56
E0208	Install fiber-optic links	56
J0334	Perform pallet buildup activities	56
E0186	Assemble or wire equipment components for installation	53
E0219	Install phone patch systems	53
E0190	Inspect completed installations of communications electronic equipment	50
A0025	Fabricate communications cables	50
E0211	Install FM communications equipment	50
E0210	Install fixed remote control units	50
J0316	Inspect mobility bags or kits	47
J0336	Prepare equipment for deployments	47
E0209	Install fixed antenna systems	47
E0216	Install microphones or microphone jacks	47
E0221	Install security systems, such as closed-circuit cameras, monitors, or alarms	44
A0033	Operationally check communications cables	44
E0220	Install power supply systems	44
A0040	Operationally check fiber-optic links	44
A0045	Operationally check HF transceivers	41
F0254	Review project packages	38

TABLE A10

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
PERSONAL WIRELESS COMMUNICATIONS SYSTEMS/
INSTALLATION SPECTRUM MANAGEMENT IJ
(N=95)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 63*	PERCENT MEMBERS PERFORMING
B0146	Perform PWCS equipment reconciliations	98
B0145	Operationally check PWCS equipment	97
B0143	Develop or maintain PWCS databases	96
B0150	Recommend technical PWCS solutions	94
B0140	Coordinate PWCS equipment maintenance requests with external agencies	91
B0138	Configure personal wireless communications systems (PWCS) equipment	89
B0144	Maintain PWCS infrastructure configurations	88
B0141	Develop or implement unit PWSC and net manager training programs	88
B0151	Remove and replace PWCS equipment	79
B0153	Troubleshoot PWCS equipment	77
B0152	Request temporary frequencies in support of exercises or contingencies	69
B0142	Develop or maintain frequency management databases	65
B0149	Process radio frequency requests	63
B0148	Process radio frequency modifications	57
B0147	Perform radio frequency interference analyses	56
I0301	Inventory equipment, tools, parts, or supplies	55
B0139	Coordinate license frequency reviews with Major Commands	54
K0356	Conduct on-the-job training (OJT)	53
F0238	Maintain invoice files	53
I0296	Coordinate maintenance of equipment with external agencies	49
F0239	Monitor maintenance contract agreements	48
K0368	Maintain training records or files	46
F0237	Maintain contract files	45
L0380	Conduct self-inspections or self-assessments	44
I0298	Evaluate serviceability of equipment, tools, parts, or supplies	43
L0386	Determine or establish work assignments or priorities	41
K0358	Determine training requirements	41
F0247	Process invoices	38
K0373	Update workcenter training records in CAMS	38
K0357	Counsel trainees on training progress	38
K0365	Evaluate progress of trainees	37

TABLE A11

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
RADIO MAINTENANCE SPECIALIST CLUSTER
(N=36)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 27*	PERCENT MEMBERS PERFORMING
A0101	Troubleshoot AM equipment	83
A0028	Operationally check AM equipment	81
A0110	Troubleshoot FM equipment	69
A0042	Operationally check FM equipment	67
A0033	Operationally check communications cables	64
A0001	Align amplitude modulation (AM) equipment	58
A0025	Fabricate communications cables	58
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	56
A0083	Remove and replace communications cables	47
A0078	Remove and replace AM equipment LRUs	44
J0326	Operationally check mobile ground radio equipment	39
A0011	Align frequency modulation (FM) equipment	39
A0125	Troubleshoot and repair communications cables	39
E0191	Install AM communications equipment	36
A0031	Operationally check antenna couplers	36
A0114	Troubleshoot HF transceivers	31
A0067	Perform FM equipment PMIs	31
E0200	Install cabling, such as running or routing	31
A0045	Operationally check HF transceivers	28
C0164	Set up or tear down portable PA systems	28
A0035	Operationally check communications patch panels	28
A0120	Troubleshoot and repair AM equipment LRUs	28
A0049	Operationally check land lines	28
A0034	Operationally check communications consoles	25
A0003	Align antenna couplers	25
J0313	Don or doff chemical warfare personal protective clothing	25
A0044	Operationally check GPS receivers	22
C0159	Operationally check PA systems	22
E0211	Install FM communications equipment	22
A0105	Troubleshoot communications consoles	19
J0318	Install vehicle-mounted antenna systems	19
J0334	Perform pallet buildup activities	19
C0165	Troubleshoot and repair PA systems	19
J0336	Prepare equipment for deployments	17

TABLE A11a

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
AIR TRAFFIC CONTROL SUPPORT JOB
(N=14)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 34*	PERCENT MEMBERS PERFORMING
A0028	Operationally check AM equipment	100
A0001	Align amplitude modulation (AM) equipment	93
A0101	Troubleshoot AM equipment	93
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	86
A0078	Remove and replace AM equipment LRUs	86
A0025	Fabricate communications cables	71
A0033	Operationally check communications cables	64
A0083	Remove and replace communications cables	64
A0034	Operationally check communications consoles	57
A0035	Operationally check communications patch panels	57
A0031	Operationally check antenna couplers	57
A0125	Troubleshoot and repair communications cables	57
A0105	Troubleshoot communications consoles	50
A0120	Troubleshoot and repair AM equipment LRUs	50
A0055	Perform antenna coupler PMIs	50
A0011	Align frequency modulation (FM) equipment	43
A0110	Troubleshoot FM equipment	43
C0164	Set up or tear down portable PA systems	36
C0159	Operationally check PA systems	36
A0006	Align communications consoles	36
A0049	Operationally check land lines	36
A0003	Align antenna couplers	36
G0268	Retrieve CAMS listings or reports	36
A0037	Operationally check digital recording systems	36
E0191	Install AM communications equipment	36
A0103	Troubleshoot antenna couplers	36
A0091	Remove and replace FM equipment LRUs	36
C0155	Conduct location surveys for PA systems	29
C0157	Fabricate audio cables for PA systems	29
A0058	Perform communications console PMIs	29
G0270	Review preventive maintenance schedules	29
C0165	Troubleshoot and repair PA systems	29
A0084	Remove and replace communications console LRUs	29
I0301	Inventory equipment, tools, parts, or supplies	29

TABLE A11b

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
COMBAT CONTROL SUPPORT JOB
(N=22)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 22*	PERCENT MEMBERS PERFORMING
A0042	Operationally check FM equipment	91
A0110	Troubleshoot FM equipment	86
A0101	Troubleshoot AM equipment	77
A0028	Operationally check AM equipment	68
A0033	Operationally check communications cables	64
A0025	Fabricate communications cables	50
A0045	Operationally check HF transceivers	45
J0326	Operationally check mobile ground radio equipment	45
A0114	Troubleshoot HF transceivers	45
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	36
A0067	Perform FM equipment PMIs	36
A0001	Align amplitude modulation (AM) equipment	36
E0191	Install AM communications equipment	36
A0011	Align frequency modulation (FM) equipment	36
A0083	Remove and replace communications cables	36
A0044	Operationally check GPS receivers	32
E0200	Install cabling, such as running or routing	32
J0345	Set up or tear down mobile antenna systems	27
E0211	Install FM communications equipment	27
J0318	Install vehicle-mounted antenna systems	27
A0125	Troubleshoot and repair communications cables	27
C0164	Set up or tear down portable PA systems	23
A0031	Operationally check antenna couplers	23
J0320	Install vehicle-mounted ground radio equipment	23
J0325	Operationally check mobile antenna systems	23
A0049	Operationally check land lines	23
J0336	Prepare equipment for deployments	18
J0334	Perform pallet buildup activities	18
A0036	Operationally check cryptographic equipment	18
E0186	Assemble or wire equipment components for installation	18
A0040	Operationally check fiber-optic links	18
A0041	Operationally check fixed antenna systems	18
J0351	Visually inspect mobile antenna systems	18
J0313	Don or doff chemical warfare personal protective clothing	18

TABLE A12

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
MISSILE COMMUNICATIONS MAINTENANCE IJ
(N=7)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 36*	PERCENT MEMBERS PERFORMING
D0174	Perform SLFCS PMIs	100
D0173	Perform hardened UHF communications system PMIs	100
D0171	Operationally check SLFCSs	100
D0180	Troubleshoot SLFCSs	100
D0179	Troubleshoot hardened UHF communications systems	100
D0170	Operationally check hardened UHF communications systems	86
D0168	Monitor SLFCS operations	86
D0167	Align survivable low-frequency communications systems (SLFCSs)	86
D0176	Remove and replace hardened UHF communications system LRUs	86
A0034	Operationally check communications consoles	71
D0172	Perform hardened antenna system PMIs	71
A0031	Operationally check antenna couplers	71
D0166	Align hardened ultra high frequency (UHF) communications systems	71
D0178	Troubleshoot hardened antenna systems	71
D0177	Remove and replace SLFCS LRUs	71
I0301	Inventory equipment, tools, parts, or supplies	57
D0169	Operationally check hardened antenna systems	57
A0055	Perform antenna coupler PMIs	57
A0033	Operationally check communications cables	57
D0183	Troubleshoot and repair hardened UHF communications system LRUs to circuit card level	57
D0182	Troubleshoot and repair hardened UHF communications system LRU cards to component level	57
A0103	Troubleshoot antenna couplers	57
D0185	Troubleshoot and repair SLFCS LRUs to circuit card level	57
D0184	Troubleshoot and repair SLFCS LRU cards to component level	57
A0058	Perform communications console PMIs	43
A0098	Remove and replace LF equipment LRUs	43
A0122	Troubleshoot and repair antenna coupler LRUs	43
A0066	Perform fixed antenna system PMIs	43
A0080	Remove and replace antenna coupler LRUs	43
D0175	Remove and replace hardened antenna system LRUs	43
A0105	Troubleshoot communications consoles	43
I0302	Issue or log turn-ins of equipment, tools, parts, or supplies	43

TABLE A13

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
GLOBAL HIGH-FREQUENCY CLUSTER
(N=45)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 20*	PERCENT MEMBERS PERFORMING
A0113	Troubleshoot HF receivers	67
A0069	Perform HF receiver PMIs	64
A0047	Operationally check HF receivers	64
A0071	Perform HF transmitter PMIs	58
A0046	Operationally check HF transmitters	56
A0115	Troubleshoot HF transmitters	56
A0070	Perform HF transceiver PMIs	53
A0045	Operationally check HF transceivers	51
A0114	Troubleshoot HF transceivers	51
A0016	Align HF transmitters	49
A0015	Align HF transceivers	38
A0014	Align high frequency (HF) receivers	38
A0101	Troubleshoot AM equipment	36
E0213	Install HF communications equipment	36
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	31
A0001	Align amplitude modulation (AM) equipment	29
A0055	Perform antenna coupler PMIs	29
A0028	Operationally check AM equipment	22
A0096	Remove and replace HF transmitter LRUs	22
A0094	Remove and replace HF receiver LRUs	22
A0067	Perform FM equipment PMIs	20
H0289	Maintain TO libraries	20
A0011	Align frequency modulation (FM) equipment	20
A0025	Fabricate communications cables	20
A0003	Align antenna couplers	20
A0031	Operationally check antenna couplers	20
I0301	Inventory equipment, tools, parts, or supplies	18
H0294	Review TO changes	18
A0104	Troubleshoot battery backup systems	18
A0133	Troubleshoot and repair HF transmitter LRUs	16
J0334	Perform pallet buildup activities	16
A0117	Troubleshoot land lines	16
A0042	Operationally check FM equipment	16
A0131	Troubleshoot and repair HF receiver LRUs	13

TABLE A13a

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE TRANSCEIVERS JOB
(N=5)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 7*	PERCENT MEMBERS PERFORMING
A0114	Troubleshoot HF transceivers	94
A0070	Perform HF transceiver PMIs	93
A0045	Operationally check HF transceivers	92
A0015	Align HF transceivers	82
A0033	Operationally check communications cables	73
A0055	Perform antenna coupler PMIs	70
A0031	Operationally check antenna couplers	66
A0001	Align amplitude modulation (AM) equipment	64
A0095	Remove and replace HF transceiver LRUs	59
A0025	Fabricate communications cables	59
A0103	Troubleshoot antenna couplers	58
A0101	Troubleshoot AM equipment	57
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	56
A0003	Align antenna couplers	52
A0083	Remove and replace communications cables	51
A0028	Operationally check AM equipment	50
A0042	Operationally check FM equipment	50
A0132	Troubleshoot and repair HF transceiver LRUs	48
A0110	Troubleshoot FM equipment	46
J0345	Set up or tear down mobile antenna systems	45
J0326	Operationally check mobile ground radio equipment	43
E0213	Install HF communications equipment	40
J0313	Don or doff chemical warfare personal protective clothing	38
J0315	Erect tents	38
A0067	Perform FM equipment PMIs	38
J0334	Perform pallet buildup activities	38
A0046	Operationally check HF transmitters	38
A0113	Troubleshoot HF receivers	38
A0069	Perform HF receiver PMIs	38
A0115	Troubleshoot HF transmitters	38
A0125	Troubleshoot and repair communications cables	36
A0047	Operationally check HF receivers	36
A0071	Perform HF transmitter PMIs	36
A0011	Align frequency modulation (FM) equipment	36
J0336	Prepare equipment for deployments	35

TABLE A13b

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
TRANSMITTERS/RECEIVERS JOB
(N=28)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 23*	PERCENT MEMBERS PERFORMING
A0069	Perform HF receiver PMIs	96
A0047	Operationally check HF receivers	93
A0113	Troubleshoot HF receivers	89
A0071	Perform HF transmitter PMIs	82
A0046	Operationally check HF transmitters	75
A0115	Troubleshoot HF transmitters	75
A0016	Align HF transmitters	64
A0014	Align high frequency (HF) receivers	61
A0070	Perform HF transceiver PMIs	54
A0045	Operationally check HF transceivers	54
A0114	Troubleshoot HF transceivers	46
A0101	Troubleshoot AM equipment	46
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	43
A0001	Align amplitude modulation (AM) equipment	39
E0213	Install HF communications equipment	39
A0015	Align HF transceivers	32
A0055	Perform antenna coupler PMIs	32
A0028	Operationally check AM equipment	29
A0094	Remove and replace HF receiver LRUs	29
A0067	Perform FM equipment PMIs	25
A0025	Fabricate communications cables	25
A0011	Align frequency modulation (FM) equipment	25
A0003	Align antenna couplers	25
A0103	Troubleshoot antenna couplers	25
A0096	Remove and replace HF transmitter LRUs	21
H0294	Review TO changes	21
A0033	Operationally check communications cables	21
A0035	Operationally check communications patch panels	21
A0034	Operationally check communications consoles	18
K0356	Conduct on-the-job training (OJT)	18
A0131	Troubleshoot and repair HF receiver LRUs	18
A0042	Operationally check FM equipment	18
I0305	Pick up, deliver, or store equipment, tools, parts, or supplies, other than for mobilities or contingencies	18

TABLE A14

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
PUBLIC ADDRESS SYSTEMS IJ
(N=21)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 26*	PERCENT MEMBERS PERFORMING
C0159	Operationally check PA systems	95
C0164	Set up or tear down portable PA systems	90
C0154	Align public address (PA) systems	86
C0161	Process support requests for PA systems	81
C0165	Troubleshoot and repair PA systems	76
C0157	Fabricate audio cables for PA systems	67
C0160	Perform PA system PMIs	62
C0155	Conduct location surveys for PA systems	62
C0156	Coordinate purchases of PA systems or equipment with external agencies	57
C0158	Install fixed PA systems	57
A0025	Fabricate communications cables	38
C0163	Remove and replace PA system LRUs	33
A0031	Operationally check antenna couplers	33
A0055	Perform antenna coupler PMIs	33
C0162	Provide press feeds to news media	29
A0101	Troubleshoot AM equipment	29
A0083	Remove and replace communications cables	29
A0045	Operationally check HF transceivers	29
A0001	Align amplitude modulation (AM) equipment	24
A0070	Perform HF transceiver PMIs	24
A0012	Align Giant Voice systems	24
A0125	Troubleshoot and repair communications cables	24
A0015	Align HF transceivers	24
A0103	Troubleshoot antenna couplers	24
A0023	Configure Giant Voice systems	19
A0071	Perform HF transmitter PMIs	19
A0067	Perform FM equipment PMIs	19
A0114	Troubleshoot HF transceivers	19
A0111	Troubleshoot Giant Voice systems	19
A0110	Troubleshoot FM equipment	19
B0149	Process radio frequency requests	14
A0077	Perform time compliance technical order (TCTO) modifications on ground radio equipment	14

TABLE A15

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
SUPERINTENDENT IJ
(N=11)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 14*	PERCENT MEMBERS PERFORMING
L0417	Write recommendations for awards or decorations	64
L0420	Write or indorse military performance reports	64
L0412	Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	55
L0402	Evaluate personnel for compliance with performance standards	45
L0383	Conduct supervisory performance feedback sessions	45
L0414	Schedule personnel for TDY assignments, leaves, or passes	45
L0407	Inspect personnel for compliance with military standards	45
L0404	Implement safety or security programs	36
L0408	Interpret policies, directives, or procedures for subordinates	36
L0379	Conduct safety inspections of equipment or facilities	36
L0418	Write staff studies, surveys, or routine reports, other than training or inspection reports	36
L0384	Counsel subordinates concerning personal matters	36
L0421	Write replies to inspection reports	36
L0378	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	36
J0306	Assign personnel to mobility or contingency positions	36
L0400	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	27
L0413	Review mobility, contingency, disaster preparedness, or unit emergency or alert plans	27
H0295	Write minutes of briefings, conferences, or meetings	27
L0405	Initiate actions required due to substandard performance of personnel	27
L0403	Evaluate personnel for promotion, demotion, reclassification, or awards	27
J0307	Brief deploying personnel	27
L0406	Initiate personnel action requests	27
L0411	Review budget requirements	18
L0385	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	18
L0397	Establish performance standards for subordinates	18
K0353	Brief personnel concerning training programs or matters	18
J0308	Complete operations plan (OPLAN) sourcing requirements	18

TABLE A16

REPRESENTATIVE TASKS PERFORMED BY MEMBERS IN THE
QUALITY ASSURANCE EVALUATION IJ
(N=19)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 35*	PERCENT MEMBERS PERFORMING
F0254	Review project packages	79
F0234	Draft inputs to statements of work (SOWs)	79
F0256	Write SOWs	74
L0378	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	68
F0252	Research SOWs	68
F0233	Draft inputs to project support agreements	63
F0250	Process SOWs or SOW amendments	58
F0240	Participate in request for proposal (RFP) meetings	58
L0393	Draft budget requirements	53
F0239	Monitor maintenance contract agreements	53
F0232	Draft inputs to performance work statements (PWSs)	53
L0380	Conduct self-inspections or self-assessments	53
F0241	Participate in source selection meetings	53
F0246	Process engineering change requests (ECRs)	47
L0417	Write recommendations for awards or decorations	47
B0150	Recommend technical PWCS solutions	42
F0237	Maintain contract files	42
L0385	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	42
F0255	Verify commercial service contract specifications	42
L0411	Review budget requirements	42
F0236	Initiate contract renewal actions	42
F0227	Brief status of active ground radio equipment contracts to functional area chiefs or unit staff personnel	42
E0226	Update system facility records	42
F0251	Research PWSs	42
F0231	Draft sole source requests	42
J0313	Don or doff chemical warfare personal protective clothing	37
L0410	Plan layouts of facilities	37
E0189	Document equipment installations	37
F0230	Draft contract management amendments or changes	37
E0190	Inspect completed installations of communications electronic equipment	37

TABLE A17

SPECIALTY JOB COMPARISONS BETWEEN CURRENT AND 1999 SURVEYS

CURRENT SURVEY (N=1,493)		1999 SURVEY (N=2,084)	
MAINTENANCE CONTROL IJ	3%	MAINTENANCE CONTROL CLUSTER	3%
TRAINING CLUSTER	2%	INSTRUCTOR/TRAINING MANAGER JOBS	2%
MAINTENANCE SUPPORT EVALUATION IJ	3%	—	—
MAINTENANCE SUPPORT SUPERVISION IJ	11%	MANAGER/SUPERVISOR CLUSTER	21%
WORKCENTER SUPERVISION CLUSTER	2%	—	—
DEPLOYMENT PLANNING IJ	<1%	—	—
GROUND RADIO MAINTENANCE CLUSTER	54%	GROUND RADIO MAINTENANCE CLUSTER CONTINGENCY CLUSTER	42% 2%
MOBILITY IJ	<1%	—	—
INITIAL INSTALLATION IJ	2%	—	—
PWCS/INSTALLATION SPECTRUM MANAGEMENT IJ	6%	LAND MOBILE RADIO MANAGER JOB	1%
RADIO MAINTENANCE SPECIALIST CLUSTER	2%	—	—
MISSILE COMMUNICATIONS MAINTENANCE IJ	<1%	—	—
GLOBAL HIGH-FREQUENCY CLUSTER	3%	HIGH-FREQUENCY CLUSTER	3%
PUBLIC ADDRESS SYSTEMS IJ	1%	PUBLIC ADDRESS CLUSTER PUBLIC ADDRESS INSTALLATION JOB	3% <1%
SUPERINTENDENT IJ	1%	—	—
QUALITY ASSURANCE EVALUATION IJ	1%	QUALITY ASSURANCE JOB	1%

TABLE A17 (CONT.)

SPECIALTY JOB COMPARISONS BETWEEN CURRENT AND 1999 SURVEYS

CURRENT SURVEY (N=1,493)		1999 SURVEY (N=2,084)	
—	__	GROUND RADIO INSHOP CLUSTER	5%
—	__	MAINTENANCE SUPPLY JOB	1%
—	__	ENTRY-LEVEL MAINTENANCE JOB	<1%
—	__	MUNITIONS SUPPORT MAINTENANCE JOB	<1%
—	__	CONTRACT ADMINISTRATION JOB	<1%
NOT GROUPED	6%	NOT GROUPED	14%

— Indicates cluster/job not found in current study

TABLE A18

DISTRIBUTION OF AFSC 2E1X3 SKILL-LEVEL MEMBERS
ACROSS CAREER LADDER JOBS (PERCENT IN EACH JOB)

	AFSC 2E133 (N=158)	AFSC 2E153 (N=737)	AFSC 2E173 (N=598)
MAINTENANCE CONTROL IJ	**3**	**4**	**1**
TRAINING CLUSTER	**0**	**4**	**0**
Training Management Job	0	1	*
Instruction Job	0	3	*
MAINTENANCE SUPPORT EVALUATION IJ	**1**	**4**	**5**
MAINTENANCE SUPPORT SUPERVISION IJ	**0**	**7**	**41**
WORKCENTER SUPERVISION CLUSTER	**0**	**4**	**2**
Airfield Support Job	0	2	*
Missile Communications Job	0	2	2
DEPLOYMENT PLANNING IJ	**0**	*	**2**
GROUND RADIO MAINTENANCE CLUSTER	**69**	**53**	**26**
Intelligence Intercept Job	3	3	1
Air Control and Warning Job	2	2	*
NCOIC Job	5	18	20
Mobility Job	9	11	2
Fixed High-Frequency Job	1	1	*
Installation Job	0	0	0
Deployed Airfield Support Job	1	*	0
Airfield/Base Support Job	39	14	2
Cryptographic Equipment Installation Job	0	*	1
Mobile Communications Job	9	4	0
MOBILITY IJ	**1**	**1**	*
INITIAL INSTALLATION IJ	**1**	**0**	*
PERSONAL WIRELESS COMMUNICATIONS SYSTEMS/ INSTALLATION SPECTRUM MANAGEMENT IJ	**4**	**11**	**7**
RADIO MAINTENANCE SPECIALIST CLUSTER	**3**	**2**	**0**
Air Traffic Control Support Job	1	1	*
Combat Control Support Job	2	1	*
MISSILE COMMUNICATIONS MAINTENANCE IJ	**2**	**1**	**0**
GLOBAL HIGH-FREQUENCY CLUSTER	**4**	**3**	**0**
Transceivers Job	0	1	0
Transmitters/Receivers Job	4	2	0
PUBLIC ADDRESS SYSTEMS IJ	**4**	**2**	**0**
SUPERINTENDENT IJ	**0**	**1**	**3**
QUALITY ASSURANCE EVALUATION IJ	**0**	**1**	**4**
NOT GROUPED	**8**	**6**	**9**

* Indicates less than 1%

Note: Columns may not add up to 100% due to rounding

TABLE A19

TIME SPENT ON DUTIES BY TOTAL MEMBERS OF AFSC 2E1X3 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)

DUTIES	TOTAL 2E133 (N=158)	TOTAL 2E153 (N=737)	TOTAL 2E173 (N=598)
A PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE	52	35	24
B PERFORMING PWCS AND INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES	3	4	3
C INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS	9	4	3
D MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT	2	1	1
E PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS	5	6	7
F PERFORMING CONTRACT ADMINISTRATION ACTIVITIES	1	2	3
G PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	8	8	7
H PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	4	5	5
I PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	5	5
J PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	6	9	10
K PERFORMING TRAINING ACTIVITIES	3	9	11
L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	3	11	22

Note: Columns may not add up to 100% due to rounding

TABLE A20

TIME SPENT ON DUTIES BY **AD** MEMBERS OF AFSC 2E1X3 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)

DUTIES		AD 2E133 (N=151)	AD 2E153 (N=551)	AD 2E173 (N=276)
A	PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE	52	32	12
B	PERFORMING PWCS AND INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES	3	5	3
C	INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS	9	4	1
D	MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT	2	1	*
E	PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS	5	3	3
F	PERFORMING CONTRACT ADMINISTRATION ACTIVITIES	1	2	4
G	PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	8	10	8
H	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	4	6	6
I	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	5	5
J	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	6	7	7
K	PERFORMING TRAINING ACTIVITIES	3	11	13
L	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	3	14	37

* Indicates less than 1%
Note: Columns may not add up to 100% due to rounding

TABLE A21

REPRESENTATIVE TASKS PERFORMED BY **AD** DAFSC 2E133 PERSONNEL

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 72*	PERCENT MEMBERS PERFORMING (N=151)
A0101	Troubleshoot AM equipment	69
A0033	Operationally check communications cables	68
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	66
A0001	Align amplitude modulation (AM) equipment	65
A0028	Operationally check AM equipment	64
A0055	Perform antenna coupler PMIs	64
A0031	Operationally check antenna couplers	64
A0045	Operationally check HF transceivers	58
A0114	Troubleshoot HF transceivers	58
A0103	Troubleshoot antenna couplers	58
A0025	Fabricate communications cables	57
A0003	Align antenna couplers	57
G0268	Retrieve CAMS listings or reports	56
A0070	Perform HF transceiver PMIs	56
C0159	Operationally check PA systems	55
G0270	Review preventive maintenance schedules	55
A0035	Operationally check communications patch panels	55
A0125	Troubleshoot and repair communications cables	54
A0083	Remove and replace communications cables	54
C0164	Set up or tear down portable PA systems	52
A0015	Align HF transceivers	52
I0301	Inventory equipment, tools, parts, or supplies	50
G0271	Update historical reports in CAMS	50
A0034	Operationally check communications consoles	49
G0269	Review maintenance records	48
C0154	Align public address (PA) systems	47
A0037	Operationally check digital recording systems	47
C0165	Troubleshoot and repair PA systems	46
C0157	Fabricate audio cables for PA systems	46
A0049	Operationally check land lines	45
A0078	Remove and replace AM equipment LRUs	45
A0062	Perform digital recording system PMIs	44
C0161	Process support requests for PA systems	42
A0120	Troubleshoot and repair AM equipment LRUs	42
A0042	Operationally check FM equipment	40

TABLE A22

REPRESENTATIVE TASKS PERFORMED BY **AD** DAFSC 2E153 PERSONNEL

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 82*	PERCENT MEMBERS PERFORMING (N=551)
K0356	Conduct on-the-job training (OJT)	64
A0033	Operationally check communications cables	59
G0270	Review preventive maintenance schedules	58
I0301	Inventory equipment, tools, parts, or supplies	58
G0268	Retrieve CAMS listings or reports	56
K0373	Update workcenter training records in CAMS	56
K0368	Maintain training records or files	55
A0001	Align amplitude modulation (AM) equipment	52
A0101	Troubleshoot AM equipment	52
G0269	Review maintenance records	52
A0025	Fabricate communications cables	52
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	51
G0273	Update personnel data files in CAMS	51
A0083	Remove and replace communications cables	51
G0272	Update maintenance data collection (MDC) data in CAMS	50
I0298	Evaluate serviceability of equipment, tools, parts, or supplies	50
K0357	Counsel trainees on training progress	49
A0028	Operationally check AM equipment	49
K0370	Perform task certifications	49
K0365	Evaluate progress of trainees	48
G0271	Update historical reports in CAMS	48
A0045	Operationally check HF transceivers	47
A0031	Operationally check antenna couplers	47
L0380	Conduct self-inspections or self-assessments	46
G0274	Verify accuracy of CAMS daily inputs	46
I0299	Identify and report equipment or supply problems	46
A0114	Troubleshoot HF transceivers	45
K0372	Review CAMS training reports, such as training visibility ledgers	45
L0407	Inspect personnel for compliance with military standards	45
A0055	Perform antenna coupler PMIs	45
L0384	Counsel subordinates concerning personal matters	45
A0125	Troubleshoot and repair communications cables	45
G0258	Analyze core automated maintenance system (CAMS) data	44

TABLE A23

REPRESENTATIVE TASKS PERFORMED BY **AD** DAFSC 2E173 PERSONNEL

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 85*	PERCENT MEMBERS PERFORMING (N=276)
L0384	Counsel subordinates concerning personal matters	79
L0417	Write recommendations for awards or decorations	78
L0383	Conduct supervisory performance feedback sessions	73
L0380	Conduct self-inspections or self-assessments	72
L0407	Inspect personnel for compliance with military standards	72
L0420	Write or indorse military performance reports	71
L0402	Evaluate personnel for compliance with performance standards	71
L0386	Determine or establish work assignments or priorities	70
L0408	Interpret policies, directives, or procedures for subordinates	68
L0397	Establish performance standards for subordinates	66
L0414	Schedule personnel for TDY assignments, leaves, or passes	66
K0368	Maintain training records or files	65
L0392	Develop or establish work schedules	65
L0378	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	64
K0372	Review CAMS training reports, such as training visibility ledgers	64
K0365	Evaluate progress of trainees	64
L0421	Write replies to inspection reports	62
K0358	Determine training requirements	62
L0400	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	62
L0385	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	61
K0357	Counsel trainees on training progress	60
L0399	Evaluate inspection report findings or inspection procedures	59
L0403	Evaluate personnel for promotion, demotion, reclassification, or special awards	59
K0356	Conduct on-the-job training (OJT)	59
K0370	Perform task certifications	59
G0270	Review preventive maintenance schedules	59
K0353	Brief personnel concerning training programs or matters	58
G0269	Review maintenance records	58
L0379	Conduct safety inspections of equipment or facilities	57

TABLE A24

TIME SPENT ON DUTIES BY **ANG** MEMBERS OF
AFSC 2E1X3 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)

DUTIES		ANG 2E153 (N=161)	ANG 2E173 (N=269)
A	PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE	45	36
B	PERFORMING PWCS AND INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES	1	2
C	INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS	3	3
D	MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT	1	1
E	PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS	14	11
F	PERFORMING CONTRACT ADMINISTRATION ACTIVITIES	*	2
G	PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	3	5
H	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	3	4
I	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	5	4
J	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	17	13
K	PERFORMING TRAINING ACTIVITIES	4	8
L	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2	10

* Indicates less than 1%
Note: Columns may not add up to 100% due to rounding

TABLE A25

REPRESENTATIVE TASKS PERFORMED BY **ANG** DAFSC 2E153 PERSONNEL

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 72*	PERCENT MEMBERS PERFORMING (N=161)
A0033	Operationally check communications cables	72
A0045	Operationally check HF transceivers	68
A0114	Troubleshoot HF transceivers	66
A0025	Fabricate communications cables	63
A0001	Align amplitude modulation (AM) equipment	63
E0200	Install cabling, such as running or routing	61
A0031	Operationally check antenna couplers	61
A0083	Remove and replace communications cables	60
A0070	Perform HF transceiver PMIs	59
A0042	Operationally check FM equipment	59
I0301	Inventory equipment, tools, parts, or supplies	58
J0322	Lay electrical or communications cables	57
J0313	Don or doff chemical warfare personal protective clothing	57
A0101	Troubleshoot AM equipment	55
A0125	Troubleshoot and repair communications cables	55
J0326	Operationally check mobile ground radio equipment	55
A0015	Align HF transceivers	54
J0345	Set up or tear down mobile antenna systems	54
E0213	Install HF communications equipment	54
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	53
A0028	Operationally check AM equipment	53
J0336	Prepare equipment for deployments	53
A0055	Perform antenna coupler PMIs	52
A0110	Troubleshoot FM equipment	52
E0191	Install AM communications equipment	52
A0103	Troubleshoot antenna couplers	52
A0011	Align frequency modulation (FM) equipment	50
J0349	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	50
E0192	Install antenna couplers	50
A0003	Align antenna couplers	50
J0351	Visually inspect mobile antenna systems	49
J0320	Install vehicle-mounted ground radio equipment	48
J0316	Inspect mobility bags or kits	47
J0318	Install vehicle-mounted antenna systems	47

TABLE A26

REPRESENTATIVE TASKS PERFORMED BY **ANG** DAFSC 2E173 PERSONNEL

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 106*	PERCENT MEMBERS PERFORMING (N=269)
A0033	Operationally check communications cables	75
J0313	Don or doff chemical warfare personal protective clothing	72
A0025	Fabricate communications cables	70
A0045	Operationally check HF transceivers	68
K0356	Conduct on-the-job training (OJT)	67
A0114	Troubleshoot HF transceivers	67
I0301	Inventory equipment, tools, parts, or supplies	67
A0070	Perform HF transceiver PMIs	65
J0322	Lay electrical or communications cables	65
A0015	Align HF transceivers	63
A0101	Troubleshoot AM equipment	62
A0083	Remove and replace communications cables	62
A0001	Align amplitude modulation (AM) equipment	61
A0125	Troubleshoot and repair communications cables	61
K0368	Maintain training records or files	60
J0336	Prepare equipment for deployments	59
J0349	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	59
E0200	Install cabling, such as running or routing	58
A0028	Operationally check AM equipment	58
A0042	Operationally check FM equipment	58
J0334	Perform pallet buildup activities	57
A0031	Operationally check antenna couplers	57
E0213	Install HF communications equipment	56
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	56
A0055	Perform antenna coupler PMIs	56
J0326	Operationally check mobile ground radio equipment	55
K0357	Counsel trainees on training progress	55
J0316	Inspect mobility bags or kits	55
A0110	Troubleshoot FM equipment	54
G0270	Review preventive maintenance schedules	54
I0298	Evaluate serviceability of equipment, tools, parts, or supplies	54
J0320	Install vehicle-mounted ground radio equipment	53
E0191	Install AM communications equipment	53
A0095	Remove and replace HF transceiver LRUs	53

TABLE A27

TIME SPENT ON DUTIES BY **AFRC** MEMBERS OF
AFSC 2E1X3 SKILL-LEVEL GROUPS
(PERCENT RESPONDING)

DUTIES		AFRC 2E153 (N=25)	AFRC 2E173 (N=53)
A	PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE	49	29
B	PERFORMING PWCS AND INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES	*	3
C	INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS	9	7
D	MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT	1	*
E	PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS	6	4
F	PERFORMING CONTRACT ADMINISTRATION ACTIVITIES	*	1
G	PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	4	6
H	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	3	4
I	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	5	5
J	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	14	13
K	PERFORMING TRAINING ACTIVITIES	6	12
L	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	4	16

* Indicates less than 1%
Note: Columns may not add up to 100% due to rounding

TABLE A28

REPRESENTATIVE TASKS PERFORMED BY **AFRC** DAFSC 2E153 PERSONNEL

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 54*	PERCENT MEMBERS PERFORMING (N=25)
A0015	Align HF transceivers	68
A0045	Operationally check HF transceivers	68
A0114	Troubleshoot HF transceivers	64
A0070	Perform HF transceiver PMIs	56
A0025	Fabricate communications cables	56
K0356	Conduct on-the-job training (OJT)	52
J0316	Inspect mobility bags or kits	52
A0095	Remove and replace HF transceiver LRUs	52
A0083	Remove and replace communications cables	52
A0101	Troubleshoot AM equipment	52
J0313	Don or doff chemical warfare personal protective clothing	52
J0349	Tear down, inspect, clean, and reassemble weapons, such as M-16 rifles	48
A0033	Operationally check communications cables	48
A0055	Perform antenna coupler PMIs	48
A0031	Operationally check antenna couplers	44
I0301	Inventory equipment, tools, parts, or supplies	44
A0001	Align amplitude modulation (AM) equipment	44
A0103	Troubleshoot antenna couplers	44
A0042	Operationally check FM equipment	40
J0336	Prepare equipment for deployments	40
A0078	Remove and replace AM equipment LRUs	40
E0200	Install cabling, such as running or routing	36
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	36
A0132	Troubleshoot and repair HF transceiver LRUs	36
A0003	Align antenna couplers	36
J0322	Lay electrical or communications cables	36
J0334	Perform pallet buildup activities	36
I0298	Evaluate serviceability of equipment, tools, parts, or supplies	36
C0164	Set up or tear down portable PA systems	32
A0047	Operationally check HF receivers	32
A0113	Troubleshoot HF receivers	32
A0011	Align frequency modulation (FM) equipment	32
A0028	Operationally check AM equipment	32
C0165	Troubleshoot and repair PA systems	28

TABLE A29

REPRESENTATIVE TASKS PERFORMED BY **AFRC** DAFSC 2E173 PERSONNEL

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 77*	PERCENT MEMBERS PERFORMING (N=53)
A0070	Perform HF transceiver PMIs	70
A0114	Troubleshoot HF transceivers	66
K0356	Conduct on-the-job training (OJT)	64
J0313	Don or doff chemical warfare personal protective clothing	64
A0045	Operationally check HF transceivers	64
A0015	Align HF transceivers	62
K0357	Counsel trainees on training progress	58
A0055	Perform antenna coupler PMIs	55
J0316	Inspect mobility bags or kits	55
I0301	Inventory equipment, tools, parts, or supplies	55
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	53
A0031	Operationally check antenna couplers	53
J0334	Perform pallet buildup activities	51
K0365	Evaluate progress of trainees	51
K0370	Perform task certifications	51
A0025	Fabricate communications cables	49
K0368	Maintain training records or files	49
A0033	Operationally check communications cables	49
C0159	Operationally check PA systems	47
C0164	Set up or tear down portable PA systems	45
L0380	Conduct self-inspections or self-assessments	45
G0270	Review preventive maintenance schedules	45
A0028	Operationally check AM equipment	43
K0358	Determine training requirements	43
J0345	Set up or tear down mobile antenna systems	43
L0420	Write or indorse military performance reports	42
L0403	Evaluate personnel for promotion, demotion, reclassification, or special awards	42
L0417	Write recommendations for awards or decorations	42
L0402	Evaluate personnel for compliance with performance standards	42
H0289	Maintain TO libraries	40
L0408	Interpret policies, directives, or procedures for subordinates	40
G0268	Retrieve CAMS listings or reports	40
K0360	Develop training programs, plans, or procedures	36

TABLE A30

PERCENT TIME SPENT ON DUTIES BY
FIRST-ENLISTMENT PERSONNEL (1–48 MONTHS' TAFMS)

DUTIES		1-48 MONTHS' TAFMS (N=171)
A	PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE	54
B	PERFORMING PWCS AND INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES	3
C	INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS	8
D	MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT	2
E	PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS	5
F	PERFORMING CONTRACT ADMINISTRATION ACTIVITIES	*
G	PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	8
H	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	4
I	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	5
J	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	6
K	PERFORMING TRAINING ACTIVITIES	3
L	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	3

* Indicates less than 1%
Note: Column may not add up to 100% due to rounding

TABLE A31

REPRESENTATIVE TASKS PERFORMED BY AFSC 2E1X3
FIRST-ENLISTMENT PERSONNEL (1–48 MONTHS' TAFMS)

TASKS	*AVERAGE NUMBER OF TASKS PERFORMED = 84*	PERCENT MEMBERS PERFORMING (N=171)
A0033	Operationally check communications cables	73
A0101	Troubleshoot AM equipment	71
A0053	Perform AM equipment preventive maintenance inspections (PMIs)	69
A0001	Align amplitude modulation (AM) equipment	69
A0031	Operationally check antenna couplers	69
A0055	Perform antenna coupler PMIs	68
A0028	Operationally check AM equipment	67
G0268	Retrieve CAMS listings or reports	60
A0083	Remove and replace communications cables	60
A0103	Troubleshoot antenna couplers	60
A0025	Fabricate communications cables	60
A0003	Align antenna couplers	60
A0114	Troubleshoot HF transceivers	58
G0270	Review preventive maintenance schedules	57
A0045	Operationally check HF transceivers	57
C0159	Operationally check PA systems	56
A0070	Perform HF transceiver PMIs	56
A0125	Troubleshoot and repair communications cables	56
A0035	Operationally check communications patch panels	55
C0164	Set up or tear down portable PA systems	54
A0015	Align HF transceivers	54
I0301	Inventory equipment, tools, parts, or supplies	54
G0271	Update historical reports in CAMS	51
A0034	Operationally check communications consoles	50
G0269	Review maintenance records	50
A0032	Operationally check battery backup systems	49
C0165	Troubleshoot and repair PA systems	48
C0154	Align public address (PA) systems	47
A0037	Operationally check digital recording systems	47
A0120	Troubleshoot and repair AM equipment LRUs	46
A0078	Remove and replace AM equipment LRUs	46
C0157	Fabricate audio cables for PA systems	45
A0057	Perform battery backup system PMIs	45
C0161	Process support requests for PA systems	44

TABLE A32

TEST EQUIPMENT USED OR OPERATED
BY FIRST-ENLISTMENT AFSC 2E1X3 PERSONNEL
(PERCENT USING OR OPERATING)

TEST EQUIPMENT	(N=171)
Multimeters, Digital	89
Dummy Loads	87
Wattmeters	86
Counters, Frequency	84
Attenuators	83
Analyzers, Distortion	81
Multimeters, Analog	80
Power Supplies	79
Analyzers, Spectrum	75
Generators, Audio Frequency Signal	74
Generators, Radio Frequency Signal	72
Oscilloscopes, other than Storage	68
Mixers, Radio Frequency (RF) Crystal	68
Test Sets, RF Communications	65
Meters, Power	64
Bridges, Impedance	63
Test Patch Panels	62
Test Sets, Telephone, such as Butt Sets	61
Toners	60

TABLE A33

AMPLIFIERS, RECEIVERS, TRANSCEIVERS, AND EXCITERS
OPERATED OR MAINTAINED BY FIRST-ENLISTMENT AFSC 2E1X3 PERSONNEL
(PERCENT OPERATING OR MAINTAINING)

AMPLIFIERS, RECEIVERS, TRANSCEIVERS, EXCITERS	(N=171)
AN/GRR-24, UHF Single-Channel Receivers	53
AN/GRR-23, VHF Single Channel Receivers	52
AN/GRC-211, VHF Multiple-Channel Transceivers	51
AN/GRT-22, UHF Exciters	51
AN/GRC-171B, UHF Multiple-Channel Transceivers	50
AN/GRT-21, VHF Exciters	50
AN/TRC-176, UHF/VHF Transportable Radios	48
RT-1446, HF Transceivers	48
AN/PRC-113, UHF/VHF Portable Transceivers	45
RT-1319, UHF/VHF Transceivers	43
AN/GRC-171B(V)4, UHF Multiple-Channel Transceivers	34
AM-7223, HF Power Amplifiers, .5 kW	32
AN/TRC-187, Timing Signal Sets	29
AN/LST-5, UHF Portable Transceivers	23
AN/PSC-5, UHF Transceivers	22
AN/ARC-164, UHF Multiple-Channel Transceivers	20
AM-6155, UHF Power Amplifiers	16
AM-7224, HF Power Amplifiers 1 kW	16

TABLE A34

ANTENNAS AND ANTENNA COUPLERS OPERATED OR MAINTAINED
BY FIRST-ENLISTMENT AFSC 2E1X3 PERSONNEL
(PERCENT OPERATING OR MAINTAINING)

ANTENNAS/ANTENNA COUPLERS	(N=171)
CU-547, UHF Antenna Couplers	39
CU-2310, HF Antenna Couplers	36
CU-2274, VHF Antenna Couplers	32
AN/GRA-4, Antennas	33
AT-197, UHF Antennas	29
AS-1097, UHF Antennas	27
AS-1181, VHF Antennas	22
Folded Dipole HF Antennas	15
TACO, UHF/VHF Antennas	13
AS-2259, Near Incident Vertical Skywave Antennas	12

TABLE A35

TEST SETS, TELEPHONE, AND PWCS EQUIPMENT OPERATED
OR MAINTAINED BY FIRST-ENLISTMENT AFSC 2E1X3 PERSONNEL
(PERCENT OPERATING OR MAINTAINING)

TEST SETS, TELEPHONE, PWCS EQUIPMENT	(N=171)
Handheld Portable Radios	42
AN/GRM-115, UHF/VHF Radio Test Sets	32
Pagers	30
Vehicle-Mounted Radios	29
Base Stations	28
Cellular Phones	22
Repeaters	22
STU-III, Secure Telephones	20
SB-22, Field Telephone Switchboards	13

TABLE A36

COMMUNICATIONS SYSTEMS AND MISCELLANEOUS EQUIPMENT OPERATED OR
MAINTAINED BY FIRST-ENLISTMENT AFSC 2E1X3 PERSONNEL
(PERCENT OPERATING OR MAINTAINING)

COMMUNICATIONS SYSTEMS AND MISCELLANEOUS EQUIPMENT	(N=171)
Patch Panels	47
OK-423, Remote Control Units	36
AN/URC-119, HF Transceiver Systems, PACER BOUNCE	34
AN/PSN-11, GPS Receivers	32
SDU-4, ATC Tower Light Guns	31
Enhanced Terminal Voice System (ETVS), Air Traffic Control Consoles	19
C-11329, Remote Control Units	17
Scope Shield IIs	12
AN/GSC-37, Request and Acknowledge Subassemblies	12
Transmitter Monitor Panels	11
Local Area Network (LAN) Equipment	9
AN/GRC-244 SCOPE Command	8

TABLE A37

AFSC 2E1X3 TASKS WITH HIGHEST TRAINING EMPHASIS (TE) RATINGS

TASKS		TNG EMP*	TSK DIF**	ATI***	PERCENT MEMBERS PERFORMING 1st ENL	3-LVL
A0001	Align amplitude modulation (AM) equipment	6.52	5.17	18	69	65
A0101	Troubleshoot AM equipment	6.30	6.20	18	71	69
A0015	Align HF transceivers	6.20	6.21	18	54	52
A0028	Operationally check AM equipment	6.11	3.28	13	67	64
A0053	Perform AM equipment PMIs	6.02	5.07	18	69	66
A0114	Troubleshoot HF transceivers	5.99	6.63	18	58	58
A0070	Perform HF transceiver PMIs	5.94	5.51	18	56	56
A0045	Operationally check HF transceivers	5.77	3.95	13	57	58
A0016	Align HF transmitters	5.66	6.13	11	26	26
A0031	Operationally check antenna couplers	5.66	3.42	13	69	64
A0014	Align high frequency (HF) receivers	5.52	5.98	11	29	29
A0025	Fabricate communications cables	5.51	3.18	13	60	57
A0110	Troubleshoot FM equipment	5.45	6.31	12	40	38
A0042	Operationally check FM equipment	5.44	3.71	10	43	40
A0011	Align frequency modulation (FM) equipment	5.43	5.65	12	40	38
A0046	Operationally check HF transmitters	5.40	3.97	9	25	23
A0047	Operationally check HF receivers	5.39	3.94	9	28	26
A0067	Perform FM equipment PMIs	5.37	5.19	12	43	40
A0033	Operationally check communications cables	5.37	2.58	13	73	68
A0034	Operationally check communications consoles	5.34	3.89	13	50	49

* TE MEAN=2.42; S.D.=1.43; HIGH=3.85
**TD MEAN=5.00; S.D.=1.00; HIGH=6.00
*** ATI=Automated Training Indicator: Training decision value for resident apprentice training. (18=High; 1=Low)

TABLE A38

AFSC 2E1X3 TASKS WITH HIGHEST TASK DIFFICULTY (TD) RATINGS

		TSK DIF*	TNG EMP**	ATI***	PERCENT MEMBERS PERFORMING			
TASKS					1ST ENL	3-LVL	5-LVL	7-LVL
B0139	Coordinate license frequency reviews with MAJCOMs	7.14	.55	2	5	2	8	9
F0256	Write SOWs	7.00	.50	1	0	1	4	11
A0105	Troubleshoot communications consoles	6.89	5.32	12	42	42	33	22
A0132	Troubleshoot and repair HF transceiver LRUs	6.81	4.88	12	37	35	32	18
D0184	Troubleshoot and repair SLFCS LRU cards to component level	6.79	1.30	2	2	3	2	2
B0147	Perform radio frequency interference analyses	6.78	2.02	2	12	15	12	12
D0182	Troubleshoot and repair hardened UHF communications system LRU cards to component level	6.78	1.96	2	4	4	4	2
F0230	Draft contract management amendments or changes	6.77	.40	1	0	1	4	8
D0180	Troubleshoot SLFCSs	6.65	1.45	2	3	3	2	2
L0394	Draft host-tenant or interservice agreements or changes	6.64	.62	2	1	1	3	15
A0114	Troubleshoot HF transceivers	6.63	5.99	18	58	58	45	25
F0255	Verify commercial service contract specifications	6.60	.50	1	0	1	4	6
A0133	Troubleshoot and repair HF transmitter LRUs	6.57	4.55	11	18	15	11	5
E0201	Install communications consoles	6.56	2.72	7	15	15	10	5
A0129	Troubleshoot and repair fiber-optic links	6.51	2.59	7	6	6	8	5
A0131	Troubleshoot and repair HF receiver LRUs	6.47	4.61	11	18	16	13	7
D0183	Troubleshoot and repair hardened UHF communications system LRUs to circuit card level	6.45	2.06	2	5	7	5	3

*   Mean TE Rating = 2.42   Standard Deviation = 1.43   High TE = 3.85
** Mean TD Rating = 5.00   Standard Deviation = 1.00   High TD = 6.00
*** ATI=Automated Training Indicator: Training decision value for resident apprentice training. (18=High; 1=Low)

TABLE A39

EXAMPLE OF CTS ELEMENTS NOT SUPPORTED BY SURVEY DATA
(LESS THAN 20% MEMBERS PERFORMING)

| | | PERCENT MEMBERS PERFORMING | | | | |
| | | 1ST ENL (N=171) | 3-LVL (N=151) | TNG EMP* | TSK DIF** | ATI*** |
UNIT	LEARNING OBJECTIVE					
12.1	Explain the basic concepts of lightwave communication and fiber optics					
Task	A0040. Operationally check fiber-optic links	12	14	3.16	4.11	7

   *   Mean TE Rating = 2.42   Standard Deviation = 1.43   High TE = 3.85
  **   Mean TD Rating = 5.00   Standard Deviation = 1.00   High TD = 6.00
 ***   ATI=Automated Training Indicator: Training decision value for resident apprentice training. (18=High; 1=Low)

TABLE A40

EXAMPLES OF TASKS PERFORMED BY 20% OR MORE MEMBERS
BUT NOT REFERENCED TO ANY CTS ELEMENT

TASKS		TNG EMP*	PERCENT MEMBERS PERFORMING		TSK DIF**	ATI***
			1ST ENL (N=171)	3-LVL (N=151)		
A0111	Troubleshoot Giant Voice systems	3.41	38	30	4.88	15
A0136	Troubleshoot and repair test adapters	3.70	33	27	4.87	15
C0154	Align PA systems	3.02	47	43	4.10	15
C0159	Operationally check PA systems	3.98	56	49	3.44	13
G0269	Review maintenance records	3.63	50	38	4.70	17
G0271	Update historical reports in CAMS	3.72	51	57	4.85	17
H0294	Review TO changes	2.77	41	35	4.69	15

  *   Mean TE Rating = 2.42   Standard Deviation = 1.43   High TE = 3.85
 **   Mean TD Rating = 5.00   Standard Deviation = 1.00   High TD = 6.00
***   ATI=Automated Training Indicator: Training decision value for resident apprentice training. (18=High; 1=Low)

TABLE A41

PERCENTAGE OF TIME SPENT ON DUTIES BY AFSC 2E1X3 MAJCOM GROUPS

DUTIES		ANG (N=436)	ACC (N=293)	PACAF (N=140)	AETC (N=134)	AMC (N=120)	USAFE (N=112)
A	PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE	40	30	32	31	27	32
B	PERFORMING PWCS AND INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES	2	3	4	4	8	6
C	INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS	3	4	4	6	7	4
D	MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT	1	1	*	1	1	*
E	PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS	12	4	3	2	3	3
F	PERFORMING CONTRACT ADMINISTRATION ACTIVITIES	1	2	2	2	4	2
G	PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	5	10	9	8	9	9
H	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	4	7	5	4	5	5
I	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	5	5	5	5	5
J	PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	15	9	7	2	4	9
K	PERFORMING TRAINING ACTIVITIES	6	9	10	17	10	8
L	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	7	18	21	20	18	17

* Indicates less than 1%
Note: Columns may not add up to 100% due to rounding

TABLE A41 (CONT.)

PERCENTAGE OF TIME SPENT ON DUTIES BY AFSC 2E1X3 MAJCOM GROUPS

DUTIES	AFRC (N=79)	AIA (N=62)	AFSOC (N=38)	AFMC (N=37)	AFSPC (N=28)	AFC4A (N=7)
A PERFORMING COMMUNICATIONS-ELECTRONICS EQUIPMENT MAINTENANCE	35	23	39	25	14	18
B PERFORMING PWCS AND INSTALLATION SPECTRUM MANAGEMENT ACTIVITIES	3	1	2	7	8	1
C INSTALLING AND MAINTAINING PUBLIC ADDRESS (PA) SYSTEMS	8	2	2	3	*	0
D MAINTAINING MISSILE COMMUNICATIONS SYSTEMS AND EQUIPMENT	*	*	*	*	14	0
E PERFORMING INITIAL GROUND RADIO EQUIPMENT INSTALLATIONS	4	6	3	2	1	17
F PERFORMING CONTRACT ADMINISTRATION ACTIVITIES	1	2	1	4	8	2
G PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	5	13	5	10	9	1
H PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	4	9	7	6	7	6
I PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	5	6	5	5	6	4
J PERFORMING MOBILITY AND CONTINGENCY ACTIVITIES	13	3	18	3	2	5
K PERFORMING TRAINING ACTIVITIES	10	12	7	11	8	3
L PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	12	24	10	26	23	41

* Indicates less than 1%
Note: Columns may not add up to 100% due to rounding

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TABLE A42

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2E1X3 ACTIVE DUTY
AND COMPARATIVE SAMPLE GROUP* (PERCENT MEMBERS RESPONDING)

	1-48 MONTHS' TAFMS		49-96 MONTHS' TAFMS		97+ MONTHS' TAFMS	
	2003 2E1X3 (N=171)	COMP SAMPLE (N=2,665)	2003 2E1X3 (N=266)	COMP SAMPLE (N=1,208)	2003 2E1X3 (N=540)	COMP SAMPLE (N=3,974)
EXPRESSED JOB INTEREST						
INTERESTING	63	63	61	66	71	76
SO-SO	19	22	19	21	17	15
DULL	18	15	20	13	11	9
PERCEIVED USE OF TALENTS						
EXCELLENT TO PERFECT	13	12	12	17	17	23
FAIRLY WELL TO VERY WELL	64	65	63	62	65	62
NONE TO VERY LITTLE	23	24	25	21	18	15
PERCEIVED USE OF TRAINING						
EXCELLENT TO PERFECT	16	17	33	19	26	20
FAIRLY WELL TO VERY WELL	64	68	55	66	63	62
NONE TO VERY LITTLE	20	15	13	15	11	18
SENSE OF ACCOMPLISHMENT FROM JOB						
SATISFIED	60	65	59	65	66	74
NEUTRAL	17	16	17	17	13	11
DISSATISFIED	23	19	25	18	21	15
REENLISTMENT INTENTIONS						
YES OR PROBABLY YES	52	49	62	63	61	61
NO OR PROBABLY NO	47	50	38	35	6	8
WILL RETIRE	0	0	0	2	33	31

*Comparative sample of 2XXXX career ladders surveyed in the last 12 months - AFSC 2A5X1 (Aerospace Maintenance), 2E1X1 (Satellite, Wideband, and Telemetry Systems), 2E1X2 (Meteorological and Navigation Systems), 2E6X2 (Communications Cable and Antenna Systems), 2R0X1 (Maintenance Data Systems Analysis), 2S0X1 (Supply Management), 2S0X2 (Supply Systems Analysis).

Note: Columns may not add up to 100% due to rounding

TABLE A43

COMPARISON OF JOB SATISFACTION INDICATORS BETWEEN CURRENT AND 1999 SURVEYS
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS' TAFMS		49-96 MONTHS' TAFMS		97+ MONTHS' TAFMS	
	2003 2E1X3 (N=171)	1999 2E1X3 (N=421)	2003 2E1X3 (N=266)	1999 2E1X3 (N=306)	2003 2E1X3 (N=540)	1999 2E1X3 (N=957)
EXPRESSED JOB INTEREST						
INTERESTING	63	69	61	62	71	70
SO-SO	19	19	19	22	17	18
DULL	18	12	20	17	11	12
PERCEIVED USE OF TALENTS						
EXCELLENT TO PERFECT	13	11	12	9	17	13
FAIRLY WELL TO VERY WELL	64	71	63	67	65	69
NONE TO VERY LITTLE	23	18	25	24	18	18
PERCEIVED USE OF TRAINING						
EXCELLENT TO PERFECT	16	16	33	8	26	8
FAIRLY WELL TO VERY WELL	64	64	55	59	63	60
NONE TO VERY LITTLE	20	20	13	32	11	32
SENSE OF ACCOMPLISHMENT FROM JOB						
SATISFIED	60	68	59	64	66	66
NEUTRAL	17	16	17	12	13	12
DISSATISFIED	23	16	25	24	21	22
REENLISTMENT INTENTIONS						
YES OR PROBABLY YES	52	43	62	52	61	61
NO OR PROBABLY NO	47	56	38	47	6	10
WILL RETIRE	0	0	0	0	33	28

Note: Columns may not add up to 100% due to rounding

TABLE A44

JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)

| | MAINT CONTROL IJ (STG 30) (N=40) | TRAINING CLUSTER (STG 67) (N=37) | TRAINING CLUSTER | | MAINT SUPPORT EVAL IJ (STG 137) (N=42) | MAINT SUPPORT SUPERVISION IJ (STG 158) (N=161) |
			Training Management Job (STG 130) (N=7)	Instruction Job (STG 97) (N=2)		
EXPRESSED JOB INTEREST						
INTERESTING	58	59	43	71	62	81
SO-SO	20	27	57	17	19	9
DULL	23	14	0	13	19	10
PERCEIVED USE OF TALENTS						
EXCELLENT TO PERFECT	5	24	0	38	5	20
FAIRLY WELL TO VERY WELL	60	51	71	46	71	66
NONE TO VERY LITTLE	35	24	29	17	24	14
PERCEIVED USE OF TRAINING						
EXCELLENT TO PERFECT	5	22	0	33	2	12
FAIRLY WELL TO VERY WELL	45	49	43	50	64	68
NONE TO VERY LITTLE	50	30	57	17	33	19
SENSE OF ACCOMPLISHMENT FROM JOB						
SATISFIED	58	65	43	79	57	76
NEUTRAL	10	14	43	8	12	10
DISSATISFIED	33	22	14	13	31	14
REENLISTMENT INTENTIONS						
YES OR PROBABLY YES	63	62	71	67	55	55
NO OR PROBABLY NO	33	8	14	0	10	2
WILL RETIRE	5	30	14	33	36	43

Note: Columns may not add up to 100% due to rounding

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TABLE A44 (CONT.)

JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)

| | **WORKCENTER SUPERVISION CLUSTER (STG 166) (N=32)** | **WORKCENTER SUPERVISION CLUSTER** | | **DEPLOYMENT PLANNING IJ (STG 132) (N=7)** | **GROUND RADIO MAINT CLUSTER (STG 61) (N=810)** |
		Airfield Support Job (STG 226) (N=16)	Missile Comm Job (STG 196) (N=16)		
EXPRESSED JOB INTEREST					
INTERESTING	63	56	69	71	71
SO-SO	31	38	25	29	17
DULL	6	6	6	0	12
PERCEIVED USE OF TALENTS					
EXCELLENT TO PERFECT	9	13	6	29	15
FAIRLY WELL TO VERY WELL	66	69	63	43	68
NONE TO VERY LITTLE	25	19	31	29	17
PERCEIVED USE OF TRAINING					
EXCELLENT TO PERFECT	6	13	0	15	15
FAIRLY WELL TO VERY WELL	69	56	81	67	67
NONE TO VERY LITTLE	25	31	19	18	18
SENSE OF ACCOMPLISHMENT FROM JOB					
SATISFIED	53	56	50	43	67
NEUTRAL	25	25	25	57	12
DISSATISFIED	22	19	25	0	20
REENLISTMENT INTENTIONS					
YES OR PROBABLY YES	78	75	81	29	65
NO OR PROBABLY NO	13	19	6	14	20
WILL RETIRE	9	6	13	57	14

Note: Columns may not add up to 100% due to rounding

TABLE A44 (CONT.)

JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)

	GROUND RADIO MAINTENANCE CLUSTER					
	Intelligence Intercept Job (STG 186) (N=21)	Air Control & Warning Job (STG 171) (N=19)	NCOIC Job (STG 302) (N=273)	Mobility Job (STG 277) (N=160)	Fixed HF Job (STG 248) (N=19)	Installation Job (STG 232) (N=8)
EXPRESSED JOB INTEREST						
INTERESTING	57	84	75	71	63	88
SO-SO	29	16	16	17	21	0
DULL	14	0	8	13	16	13
PERCEIVED USE OF TALENTS						
EXCELLENT TO PERFECT	24	21	15	21	5	0
FAIRLY WELL TO VERY WELL	52	79	71	79	84	75
NONE TO VERY LITTLE	24	0	14	0	11	25
PERCEIVED USE OF TRAINING						
EXCELLENT TO PERFECT	10	21	14	13	11	13
FAIRLY WELL TO VERY WELL	52	37	73	69	74	75
NONE TO VERY LITTLE	38	42	14	18	16	13
SENSE OF ACCOMPLISHMENT FROM JOB						
SATISFIED	62	74	71	73	53	50
NEUTRAL	5	11	9	10	21	38
DISSATISFIED	33	16	21	18	26	13
REENLISTMENT INTENTIONS						
YES OR PROBABLY YES	76	74	72	70	58	38
NO OR PROBABLY NO	14	26	7	19	16	13
WILL RETIRE	10	0	21	11	26	50

Note: Columns may not add up to 100% due to rounding

JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)

	GROUND RADIO MAINTENANCE CLUSTER				**MOBILITY IJ (STG 55) (N=8)**
	Deployed Airfield Spt Job (STG 175) (N=34)	Airfield/Base Support Job (STG 183) (N=148)	Crypto Equipment Installation Job (STG 116) (N=8)	Mobile Comm Job (STG 66) (N=106)	
EXPRESSED JOB INTEREST					
INTERESTING	76	70	88	58	**75**
SO-SO	12	18	0	22	**13**
DULL	12	11	13	21	**13**
PERCEIVED USE OF TALENTS					
EXCELLENT TO PERFECT	21	18	63	10	**13**
FAIRLY WELL TO VERY WELL	65	67	25	61	**63**
NONE TO VERY LITTLE	15	16	13	28	**25**
PERCEIVED USE OF TRAINING					
EXCELLENT TO PERFECT	18	24	25	11	**13**
FAIRLY WELL TO VERY WELL	56	66	25	63	**63**
NONE TO VERY LITTLE	26	10	50	25	**25**
SENSE OF ACCOMPLISHMENT FROM JOB					
SATISFIED	68	68	75	54	**50**
NEUTRAL	9	17	13	20	**25**
DISSATISFIED	24	16	13	26	**25**
REENLISTMENT INTENTIONS					
YES OR PROBABLY YES	62	55	63	58	**63**
NO OR PROBABLY NO	26	41	13	28	**38**
WILL RETIRE	12	4	25	14	**0**

Note: Columns may not add up to 100% due to rounding

TABLE A44 (CONT.)

JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)

	INITIAL INSTALL IJ (STG 38) (N=34)	PWCS/ INSTALLATION SPECTRUM MANAGEMENT IJ (STG 35) (N=95)	RADIO MAINT SPECIALIST CLUSTER (STG 57) (N=36)	RADIO MAINTENANCE SPECIALIST CLUSTER Air Traffic Control Support Job (STG 110) (N=14)	Combat Control Support Job (STG 63) (N=22)	MISSILE COMM MAINT IJ (STG 251) (N=7)
EXPRESSED JOB INTEREST						
INTERESTING	76	64	69	64	73	71
SO-SO	9	22	19	21	18	0
DULL	15	14	11	14	9	29
PERCEIVED USE OF TALENTS						
EXCELLENT TO PERFECT	15	14	14	14	14	0
FAIRLY WELL TO VERY WELL	74	59	67	71	64	57
NONE TO VERY LITTLE	12	27	19	14	23	43
PERCEIVED USE OF TRAINING						
EXCELLENT TO PERFECT	12	7	14	14	14	14
FAIRLY WELL TO VERY WELL	82	42	58	57	59	71
NONE TO VERY LITTLE	6	51	28	29	27	14
SENSE OF ACCOMPLISHMENT FROM JOB						
SATISFIED	79	66	75	71	77	86
NEUTRAL	9	16	17	14	18	0
DISSATISFIED	12	18	8	14	5	14
REENLISTMENT INTENTIONS						
YES OR PROBABLY YES	62	17	64	64	64	57
NO OR PROBABLY NO	9	25	22	14	27	43
WILL RETIRE	29	58	14	21	9	0

Note: Columns may not add up to 100% due to rounding

JOB SATISFACTION INDICATORS FOR IDENTIFIED JOB GROUPS
(PERCENT MEMBERS RESPONDING)

| | GLOBAL HF CLUSTER (STG 18) (N=45) | GLOBAL HF CLUSTER | | PUBLIC ADDRESS SYSTEMS IJ (STG 53) (N= 21) | SUPER-INTENDENT IJ (STG 20) (N=11) | QUALITY ASSURANCE EVAL IJ (STG 33) (N=19) |
		Tranceivers Job (STG 195) (N=5)	Transmitters/ Receivers Job (STG 100) (N=28)			
EXPRESSED JOB INTEREST						
INTERESTING	49	60	50	48	36	74
SO-SO	27	40	21	19	36	21
DULL	24	0	29	33	27	5
PERCEIVED USE OF TALENTS						
EXCELLENT TO PERFECT	4	20	4	5	0	16
FAIRLY WELL TO VERY WELL	64	80	64	57	55	68
NONE TO VERY LITTLE	31	0	32	38	45	16
PERCEIVED USE OF TRAINING						
EXCELLENT TO PERFECT	2	0	0	5	0	5
FAIRLY WELL TO VERY WELL	73	80	82	48	27	47
NONE TO VERY LITTLE	24	20	18	48	73	47
SENSE OF ACCOMPLISHMENT FROM JOB						
SATISFIED	42	60	43	38	27	63
NEUTRAL	29	20	29	19	36	26
DISSATISFIED	29	20	29	43	36	11
REENLISTMENT INTENTIONS						
YES OR PROBABLY YES	51	80	50	57	27	68
NO OR PROBABLY NO	44	20	50	33	18	0
WILL RETIRE	4	0	0	10	55	32

Note: Columns may not add up to 100% due to rounding

TABLE A45

JOB SATISFACTION INDICATORS FOR AD, ANG, AND AFRC MEMBERS
(PERCENT MEMBERS RESPONDING)

	AD (N=978)	ANG (N=436)	AFRC (N=79)
EXPRESSED JOB INTEREST			
INTERESTING	67	76	61
SO-SO	18	16	20
DULL	15	8	19
PERCEIVED USE OF TALENTS			
EXCELLENT TO PERFECT	21	15	29
FAIRLY WELL TO VERY WELL	64	71	59
NONE TO VERY LITTLE	15	13	11
PERCEIVED USE OF TRAINING			
EXCELLENT TO PERFECT	12	13	30
FAIRLY WELL TO VERY WELL	61	69	58
NONE TO VERY LITTLE	27	18	11
SENSE OF ACCOMPLISHMENT FROM JOB			
SATISFIED	63	74	67
NEUTRAL	15	13	14
DISSATISFIED	23	14	19
REENLISTMENT INTENTIONS			
YES OR PROBABLY YES	60	69	63
NO OR PROBABLY NO	22	11	15
WILL RETIRE	19	19	22

Note: Columns may not add up to 100% due to rounding

TABLE A46

COMPARISON OF REENLISTMENT FACTORS BY TAFMS GROUPS –
PERCENT OF RESPONDENTS SELECTING EACH FACTOR AND
AVERAGE SCORE AMONG THOSE SELECTING EACH FACTOR

31 FACTORS LISTED IN ORDER OF APPEARANCE IN SURVEY Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence	1-48 MONTHS' TAFMS (N=89)		49-96 MONTHS' TAFMS (N=165)		97+ MONTHS' TAFMS (N=328)	
	Percent Selecting	Average	Percent Selecting	Average	Percent Selecting	Average
MILITARY LIFESTYLE	57	2.16	60	2.22	56	2.29
PAY AND ALLOWANCES	58	2.15	53	2.24	53	2.33
BONUS OR SPECIAL PAY	40	2.36	28	2.34	16	2.14
RETIREMENT BENEFITS	56	2.62	59	2.62	78	2.71
MILITARY-RELATED EDU & TRNG OPPORTUNITIES	66	2.34	55	2.25	48	2.13
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	52	2.52	55	2.49	50	2.34
MEDICAL/ DENTAL CARE FOR AD MEMBER	60	2.57	55	2.56	53	2.48
MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS	48	2.70	46	2.64	52	2.60
BASE HOUSING	20	2.00	15	1.96	15	2.06
BASE SERVICES	26	1.52	20	1.97	16	2.00
CHILDCARE NEEDS	15	2.54	11	2.44	9	2.43
SPOUSE'S CAREER	3	2.67	10	2.47	9	2.47
CIVILIAN JOB OPPORTUNITIES	22	2.45	20	2.48	14	2.09
EQUAL EMPLOYMENT OPPORTUNITIES	8	2.14	8	2.43	9	2.37
NUMBER OF PCS MOVES	19	2.24	15	2.40	18	2.29
LOCATION OF PRESENT ASSIGNMENT	24	2.29	25	2.21	32	2.35
NUMBER/DURATION OF TDYS OR DEPLOYMENTS	18	2.31	22	2.19	21	2.28
WORK SCHEDULE	34	2.03	28	2.19	22	2.19
ADDITIONAL DUTIES	7	2.33	5	1.75	8	1.77
JOB SECURITY	72	2.50	68	2.62	62	2.64
ENLISTED EVALUATION SYSTEM	7	2.33	5	2.33	11	2.00
PROMOTION OPPORTUNITIES	31	2.43	28	2.36	26	2.40
TRAINING/EXPERIENCE OF UNIT PERSONNEL	22	2.40	13	1.86	11	2.20
UNIT MANNING	7	2.00	5	1.75	6	1.95
UNIT RESOURCES	6	2.40	7	1.91	6	2.30
UNIT READINESS	4	2.50	5	2.00	4	2.15
RECOGNITION OF EFFORTS	26	2.09	19	1.97	23	2.05
ESPRIT DE CORPS/MORALE	17	2.73	26	2.30	29	2.27
LEADERSHIP OF IMMEDIATE SUPERVISOR	27	2.54	16	2.42	23	2.39
LEADERSHIP AT UNIT LEVEL	11	2.50	14	2.09	15	2.34
SENIOR AIR FORCE LEADERSHIP	9	2.62	8	2.00	8	2.40

TOP 5 REASONS FOR MEMBERS REENLISTING BY TAFMS GROUPS

1-48 MONTHS' TAFMS (N=89)	49-96 MONTHS' TAFMS (N=165)	97+ MONTHS' TAFMS (N=328)
JOB SECURITY	**JOB SECURITY**	RETIREMENT BENEFITS
MILITARY-RELATED EDU & TRNG OPPORTUNITIES	**MILITARY LIFESTYLE**	**JOB SECURITY**
MEDICAL/DENTAL CARE FOR AD MEMBER	RETIREMENT BENEFITS	**MILITARY LIFESTYLE**
PAY AND ALLOWANCES	**MEDICAL/ DENTAL CARE FOR AD MEMBER**	**MEDICAL/ DENTAL CARE FOR AD MEMBER**
MILITARY LIFESTYLE	OFF-DUTY EDUCATION OR TRAINING OPPORTUNITIES	PAY AND ALLOWANCES

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TABLE A47

COMPARISON OF SEPARATION FACTORS BY TAFMS GROUPS –
PERCENT OF RESPONDENTS SELECTING EACH FACTOR AND
AVERAGE SCORE AMONG THOSE SELECTING EACH FACTOR

31 FACTORS LISTED IN ORDER OF APPEARANCE IN SURVEY Scale: 1 = Slight Influence; 2 = Moderate Influence; 3 = Strong Influence	1-48 MONTHS' TAFMS (N=81)		49-96 MONTHS' TAFMS (N=100)		97+ MONTHS' TAFMS (N=32)	
	Percent Selecting	Average	Percent Selecting	Average	Percent Selecting	Average
MILITARY LIFESTYLE	60	2.22	64	2.23	50	2.44
PAY AND ALLOWANCES	57	2.52	62	2.47	72	2.43
BONUS OR SPECIAL PAY	26	2.24	35	2.29	53	2.53
RETIREMENT BENEFITS	6	1.60	13	2.38	22	2.29
MILITARY-RELATED EDU & TRNG OPPORTUNITIES	16	1.85	17	2.24	6	1.50
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	31	1.96	13	2.54	19	2.17
MEDICAL/ DENTAL CARE FOR AD MEMBER	20	1.81	18	2.06	25	2.38
MEDICAL/ DENTAL CARE FOR FAMILY MEMBERS	16	2.15	11	2.55	19	2.50
BASE HOUSING	15	1.75	12	1.83	9	2.33
BASE SERVICES	7	1.83	9	1.67	6	2.00
CHILDCARE NEEDS	2	1.50	3	2.33	9	2.67
SPOUSE'S CAREER	12	2.50	15	2.47	16	2.80
CIVILIAN JOB OPPORTUNITIES	49	2.58	56	2.59	37	2.50
EQUAL EMPLOYMENT OPPORTUNITIES	6	1.80	4	2.25	6	2.50
NUMBER OF PCS MOVES	20	2.50	17	2.35	22	2.57
LOCATION OF PRESENT ASSIGNMENT	23	2.26	23	2.26	19	2.00
NUMBER/DURATION OF TDYS OR DEPLOYMENTS	17	2.64	37	2.51	31	2.70
WORK SCHEDULE	10	1.75	13	2.38	6	2.50
ADDITIONAL DUTIES	11	2.11	31	2.23	25	2.00
JOB SECURITY	14	1.55	6	1.67	3	3.00
ENLISTED EVALUATION SYSTEM	14	2.27	23	2.22	25	2.00
PROMOTION OPPORTUNITIES	23	2.26	19	2.26	25	2.62
TRAINING/EXPERIENCE OF UNIT PERSONNEL	17	2.00	21	2.33	12	2.00
UNIT MANNING	21	1.71	28	2.46	16	2.80
UNIT RESOURCES	9	2.00	21	2.19	9	2.67
UNIT READINESS	2	2.00	7	2.57	9	2.00
RECOGNITION OF EFFORTS	25	2.35	47	2.19	37	1.75
ESPRIT DE CORPS/MORALE	21	2.24	32	2.28	22	2.43
LEADERSHIP OF IMMEDIATE SUPERVISOR	15	2.33	22	2.32	19	3.00
LEADERSHIP AT UNIT LEVEL	20	2.69	37	2.38	31	2.50
SENIOR AIR FORCE LEADERSHIP	15	2.42	16	2.31	25	2.38

TOP 5 REASONS FOR MEMBERS SEPARATING BY TAFMS GROUPS

1-48 MONTHS' TAFMS (N=81)	49-96 MONTHS' TAFMS (N=100)	97+ MONTHS' TAFMS (N=32)
MILITARY LIFESTYLE	**MILITARY LIFESTYLE**	**PAY AND ALLOWANCES**
PAY AND ALLOWANCES	**PAY AND ALLOWANCES**	BONUS OR SPECIAL PAY
CIVILIAN JOB OPPORTUNITIES	**CIVILIAN JOB OPPORTUNITIES**	**MILITARY LIFESTYLE**
OFF-DUTY EDU OR TRAINING OPPORTUNITIES	RECOGNITION OF EFFORTS	**CIVILIAN JOB OPPORTUNITIES**
BONUS OR SPECIAL PAY	NUMBER/DURATION OF TDYS OR DEPLOYMENTS	RECOGNITION OF EFFORTS